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Portfolio

There was no winner of *The Times* Portfolio competition prize yesterday. Today's prize is therefore increased to £4,000. Portfolio list, page 23; how to play, back page, Information Service.

Union to purge Militant

Moderate leaders of the largest Civil Service union are to purge from positions of influence supporters of Militant Tendency which has used the union as a main foothold in the labour movement.

Force justified

Bishop Desmond Tutu said the use of force is justified in overthrowing the system by force.

Jarrett verdict

Mrs Cynthia Jarrett, whose death led to the riots in Tottenham, died accidentally, an inquest jury at Haringey north London, decided.

Women relent

Two Canadian women from an extreme religious sect called off a hunger strike, protesting against their imprisonment for arson, after a fellow striker died.

Rugby brawl

The Director of Public Prosecutions is to receive a report of a violent rugby match between police teams from Cardiff and Newport in which a player had his earlobe chewed off.

GEC rejected

General Electric Company's £1.16 billion bid for Plessey, its electronics competitor, has been turned down.

Insurance bans

A private health insurance scheme has excluded conditions arising from drug abuse and alcoholism from its cover.

Junk bond curb

The US Federal Reserve Board is to curb the use of securities known as "junk bonds" in financing corporate takeovers.

Techno Tesco

There is now a high demand for the specialist in the food retailing industry, with its increasingly sophisticated technology, says Paul Strong, personnel controller of Tesco Stores, in an introduction to today's 10-page General Appointments section.

Aquino challenge

Mrs Corazon Aquino, the Philippines opposition leader, challenged President Marcos to a live television debate with the international media present.

McEnroe defeat

John McEnroe, the No 2 seed, was knocked out of the Australian Open by the unseeded Yugoslav, Slobodan Zivonovic.

Channel rail tunnel link backed by MPs

By Richard Evans, Lobby Reporter

An anxiously awaited Commons report into the options for a Channel link will today come down in favour of a twin rail tunnel between England and France.

But the recommendation from the all-party transport select committee came after a split with the chairman, Mr Gordon Bagley, Labour MP for Sunderland, South, using his casting vote to support the rail plan.

The committee's report is being rushed out before next Monday's Commons debate on the Channel link where the Labour Party is likely to call for a public inquiry into the feasibility of the whole project.

The outcome of the select committee's short inquiry will delight the Channel Tunnel Group who have submitted the rail scheme to the Government.

The group's plan is for two rail tunnels with a third service tunnel built at a total cost of £2.4 billion. It would run from Cheriton, near Folkestone, to Sangatte, near Calais, a distance of 30 miles.

At peak times the rail shuttle would leave every five minutes and travelling at up to 100 mph taking 30 minutes to complete the journey. When the group unveiled its plans five weeks ago it said the rail tunnel would be open by 1993 and handle up to 30 million passengers a year.

Until the select committee chairman's casting vote, the MPs were torn between the rail proposals and the more expensive plan proposed by Euro Route which involves a motorway and rail link.

The motorway link, estimated to cost £3.7 billion, would consist of bridges extending about five miles from the British and French coasts to artificial islands that would be joined by means of a spiral to a 14 mile tunnel.

It is understood that at least two northern MPs on the committee who are against any form of Channel link voted in favour of the Euro Route plan because of the promise of jobs in the North and North-east.

The Government, which has already eliminated five of the nine Channel link projects submitted, will make a final decision in January. Apart from the Euro Route and Channel Tunnel Group plans, they have received proposals from Channel Expressway for a twin bore road/rail tunnel and Euro Bridge for a 12-lane motorway suspension bridge.

The transport select committee may add a proviso to its report suggesting, in the event that the Government plumps for a road link, it should go for the Euro Route scheme.

The Channel Tunnel Group, headed by Sir Nicholas Henderson, has told the British and French Governments that its scheme would generate £430 million in revenue against £82 million in operating costs in its first year.

Finance for the scheme, probably the cheapest of all the projects, has been pledged by British and French banks and investment interest has been shown from the United States and Japan.

Some members of the select committee are known to have favoured the rail tunnel because they believed it offered the best prospect for the consumer.

Under the rail scheme motorists would drive onto a specially designed shuttle train at the Cheriton terminal. A one-way ticket would cost about £20.

McFarlane succeeded by deputy

By Our Washington Staff

Mr Robert McFarlane, President Reagan's National Security Adviser, resigned yesterday amid widespread reports of clashes with Mr Donald Regan, the White House Chief of Staff.

Mr McFarlane described the reports as nonsense, and the President told reporters: "You have all been misinformed about that."

Mr McFarlane is succeeded by his chief assistant, Admiral John Poindexter, aged 49, who served as an aide to three Navy secretaries and holds a PhD in nuclear physics. He is credited with co-ordinating the October interception of an Egyptian airliner carrying Palestinian terrorists who had hijacked an Italian cruise ship.

In another bizarre development yesterday President Reagan said to schoolchildren that he had told Mr Gorbachev at their Geneva talks that the Russians and Americans would quickly forget their differences and join forces if the earth was invaded by aliens from outer space. He did not give the Soviet leader's reaction.

Photograph, page 7
White House poster, page 16

Catherine Cookson's £800,000 gift

By Colin Hughes

Catherine Cookson, the enormously popular writer of historical romance who has suffered for 61 years from a rare hereditary bleeding disease, yesterday pledged £800,000 to medical research at Newcastle University.

The Gordie novelist, whose 62 titles have sold 83 million copies in 17 different languages, developed the disorder called telangiectasia in her late teens. She is now aged 79.

Until she published her autobiography, *Our Kate*, she thought herself the "only person in the world" to suffer from the rarely researched disease. Subsequently, she received letters from readers and realized there were "many families" riddled with this pest, she told a press conference yesterday.

Few die of the disease, which causes regular bouts of internal bleeding when blood vessel tissues break down. Sufferers are well known to doctors because they spend much of their lives in and out of hospital. Part of Mrs Cookson's bequest is for a haematology lectureship to research the defect.

Another £40,000 will be spent on a laser for the Royal Victoria Infirmary, used to staunch internal bleeding of all kinds.

Dr Christopher Record, a senior medicine lecturer, said very little was known about the molecular biology associated with hereditary telangiectasia.

"Not only is the university extremely fortunate to have such a benefactor, but it will be the first post specifically aimed at studying the mechanisms of this disorder."

Another £50,000 will support a new senior lectureship in ear, nose and throat studies, and to equip a laboratory to aid early diagnosis of deafness in children.

The remainder will set up a trust fund, supplemented with £250,000 each on the deaths of Mrs Cookson, and her husband, Thomas. Though the couple now have a country home at Langley, in the Tyne valley, she was born and bred near Jarrow, where signs mark her childhood home as "Catherine Cookson country".

Professor Laurence Martin, the university's vice-chancellor, said the endowment was noteworthy for allowing the university to use the income as the trustees think best "as academic needs change in the years to come."

Such support was not only extremely hard to secure, but particularly productive, "Mrs Cookson has found an imaginative way to pursue her long-established twin interests in academic excellence, and in the well-being of Tyneside."



Champagne shower for Princess

The celebration champagne came a little too close for comfort when the Princess of Wales named the first British America's Cup challenge boat, Crusader, at Concar Marine boatyard, Hamble, Hampshire, yesterday.

First, watched by Mr Graham Walker, the challenge president, (above) she had trouble cutting the tape. (Photograph: Warren Harrison)

Then she got a faster result than expected (right) as the bottle bounced back, showering her with its contents.



Heart drug 'will earn millions for Britain'

By Thomas Prentice, Science Correspondent

A drug that reduces the risks of heart attacks by dissolving blood clots could be on the world market and earning hundreds of millions of pounds for Britain within the next five years.

The drug is being developed by British scientists who believe it will be an important advance in the treatment of coronary heart disease, the biggest cause of premature death in many Western countries, including Britain.

The work is being carried out at a Department of Health research centre at Porton Down, Wiltshire, and the Government has signed an agreement with a commercial group to market the drug internationally.

Under the agreement, Britain stands to earn 10 per cent in royalties from sales of the drug. Expert estimates of world sales range from between £1,000 million and £2,500 million a year.

The drug is based on a natural enzyme called tissue plasminogen activator (TPA) which has the ability to biodegrade blood clots. It could be used to treat people who have suffered a heart attack and could also have important diagnostic and preventative roles.

Although many leading international pharmaceutical companies are also trying to process TPA, the British version is believed to be unique in not being cultivated from cancerous blood cells.

Because of that, it is more likely to satisfy drug safety regulations and thus may emerge on the world market ahead of competitors.

Professor Tony Atkinson, who is leading the work at the Centre for Applied Microbiology and Research, part of the Public Health Laboratory Service at Porton Down, said yesterday: "Human trials of the drug should begin in Britain next year and it could be generally available in less than five years."

"When it enters the blood system, the first question TPA asks is, where is the blood clot, and it then targets straight on to that."

The commercial exploitation of the drug will be handled by Porton International, a British biotechnology group.

Willis sees pay policy as key issue for Labour

Mr Norman Willis, general secretary of the TUC, last night gave the clearest statement so far that the unions would need to discuss with the Labour Party a policy on incomes as part of a wider economic discussion.

He said that a priority issue would be low pay and deciding whether a voluntary or statutory approach to a national minimum wage was best. The TUC leader also said that any union movement worth its salt must answer the awkward but legitimate questions posed by critics of its economic policies.

Speaking to the Oxford University Economic Society, Mr Willis said: "We understand as well as anyone that in moving away from the anarchy of unregulated markets, what happens to income and its distribution must be on the agenda and must be part of discussions about the development of the nation's economy."

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Unity to play down gaffe by King

By Richard Ford and Julian Haviland

Governments on both sides of the Irish Sea yesterday attempted to play down the controversy surrounding remarks by Mr Tom King, the Secretary of State for Northern Ireland, and he himself made numerous media appearances in which he re-affirmed his belief that the majority would not change.

Mr King said that he was certainly not seeking to put words into Dr Garret FitzGerald's mouth.

Mr King's mistake, which baffled his friends, was to ascribe to Dr FitzGerald a view of Northern Ireland's future which was not simply improbable but offensive to any green-blooded Irish nationalist.

At a lunch given by industrialists and businessmen in Brussels he said that Dr FitzGerald "has in fact accepted that, for all practical purposes and into perpetuity, there will never be a united Ireland."

He admitted yesterday that he had been speaking without notes but he reiterated that he thought the majority would stay for the union with the United Kingdom.

He said this because some people have tried to suggest that this agreement is the first step on a slippery slope. I believe that the acceptance by both governments of the principle of consent is a bulwark and not a slippery slope. I certainly have no intention of suggesting that my view was accepted by Dr FitzGerald or the Irish Government. They believe that the majority will change, we hope it won't.

The Government wants to put this gaffe by Mr King behind it as quickly as possible and go ahead with preparations for the first meeting of the Anglo-Irish Conference which will meet in Belfast next week.

But the controversy showed how easy it will be to upset the delicate balance that both governments negotiated and endorsed in the agreement.

Since arriving in the province, Mr King has appeared sure-footed in his comments, although some officials had been worried that he tends to talk too much, increasing the risk of just the kind of faux pas that happened in Brussels on Tuesday night.

Yesterday Mr King made himself available for half-a-dozen radio and television interviews in an effort to recover the lost ground.

In the Commons Mr King expressed regret for his words, and in the Daily Dr FitzGerald said he would regard the matter as resolved.

He had earlier described Mr King's comments as "singularly inaccurate and inappropriate" and said: "I do not know how Mr King came to believe he could speak for me."

King's crown of thorns, page 14

Delors sees end to EEC squabbles

From Richard Owen Brussels

M Jacques Delors, president of the European Commission, yesterday warmly welcomed the compromise achieved over the EEC reforms at the Luxembourg summit, and spoke in almost visionary terms of the "adventure of progress towards union which now lay before the twelve."

Before the summit met on Monday and Tuesday, M Delors appeared distraught at the way in which the Commission's far reaching reform proposal had been whittled away by "minimalist" member states such as Britain and Denmark, and said the reforms suffered a "Texas chain-saw massacre".

But during the summit, which M Delors attended together with the EEC heads of government, the Commission president decided to support what Mrs Thatcher described as "modest" proposals, on the grounds that they laid the foundations for the future shape of Europe.

Speaking in Brussels yesterday M Delors, a former finance minister in France, agreed that the Commission had been "hoping for something better", but said the "family squabbles of the past", an apparent reference to issues such as the British budget rebate, were over, and Europe was now on the road to progress and recovery, especially in the area of monetary union and "a great internal common market by 1992".

M Delors said: "You do not need to have a PhD in economics to understand the need for some kind of monetary union to establish a great single market."

The commission president has been a passionate exponent of the need to enshrine both the goal of economic and monetary union and the European Currency Unit in the Treaty of Rome. At the summit both Mrs Thatcher and Chancellor Kohl of West Germany dropped their opposition to this, paving the way for agreement on a package of reforms.

Trouble feared, page 7

Union leaders threaten Ford strike

Leaders of 37,000 Ford workers yesterday threatened strikes throughout the company's 24 plants in the new year after pay and productivity talks broke down in London. (Our Labour Reporter writes)

Mr Mick Murphy, the union's chief negotiator, rejected a pay rise offer which could be worth between 13.5 per cent and 15.7 per cent over two years. He will seek authority to take industrial action in an individual ballot after Christmas.

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PARLIAMENT DECEMBER 4 1985

King's explanation • Canary Wharf development • Rape cases

Majority in Ulster will wish to remain part of UK

COMMONS

Mr Tom King, Secretary of State for Northern Ireland, expressed his regret that what he had said in Brussels the previous day should have given the impression that he believed that Dr Fitzgerald, Taoiseach of Ireland, shared his opinion that a change in the status of Northern Ireland would not occur.

Mr King, asked in the Commons by the Opposition for a statement, said: "I expressed my firm belief that because the principle of consent had been accepted by both Governments, so that there could be no change in the status of Northern Ireland without the consent of the majority, such a change would not occur."

I recognize that the way that I expressed this indicated that I considered this also to be the view of Dr Fitzgerald. I of course accept that this is not the case, and I regret that my words should have given that impression. I am grateful for this opportunity to make the position clear.

In respect of the Anglo-Irish Agreement, we stand fully by our commitment to its implementation. Mr Roy Mason (Barnsley, Central, Lab), a former Secretary of State for Northern Ireland, later said that Mr King has shattered the accord before the ink on it was dry.

Mr Peter Archer, Opposition spokesman on Northern Ireland, asked Mr King to clarify the matter still further by confirming that the Government stood by article 1 (c) of the agreement. (In this, the two Governments declare that, if in the future a majority of the people of Northern Ireland clearly wish for the formally consent to the establishment of a united Ireland, they will introduce and support in the respective Parliaments legislation to give effect to that wish.)

Will he also make clear that when he assented to that article it was not his view that it was totally artificial and unrealistic.

Does he appreciate that we supported giving the agreement a chance to work precisely because it did not contain a specific provision on the ultimate destiny of Ireland and did not require anyone

to accept or to renounce any aspirations or represent any winning, or losing by either side. We assumed that both Governments meant what they said.

While the House is always sympathetic to anyone who admits to a slip of the tongue, it is always wiser to confess it for what it was and not to try to put a gloss on it.

Mr King: I have said that I regret the words I used, gave that impression. We stand fully by the agreement in all its parts but I must give my firm belief as in my speech in Brussels, as elsewhere, that the principle of consent means that it requires the consent of the majority, and I believe the majority will wish to remain part of the United Kingdom.

It is my fervent wish that that should be so. I make no apologies for that. I hope and believe that out of this agreement we shall develop relations in which, both for the majority and because the view of the minority will be properly considered, that they will also wish to remain under the Government of the United Kingdom.

Mr Julian Asensy (Brighton, Pavilion, C) It is hard enough to govern the province against the wishes of many of the minority but to govern against the wishes of the majority and of Sinn Féin is to attempt the impossible. I hope he will stick firmly by what he said in Brussels.

Mr King: I stand by my own phrase. The regret I expressed was that the phrase used could imply that others accept it. Of course we understand the ambitions and aspirations of the Government of the Republic, but my view is that the majority view will not change.

Mr George Gardiner (Reigate, C) said that if Mr King's initial remarks could imply that the situation, many Conservative MPs would have found it easier to support the agreement.

Mr Tony Benn (Chesterfield, Lab): In order to get agreement the Government had to hint to Dr Fitzgerald that there might be progress towards reconciliation, indicating that to Washington to get Mr Reagan's support and at the same

time make statements designed to diffuse loyalist opposition. The problem is that the Government has had to face two or three times over the agreement and the agreement is founded on such duplicity that it cannot solve the problem.

Mr King: I suppose one might have expected Mr Benn to find such sinister implications in it. I was expressing my view on what would be the outcome of the consent of the majority.

Mr Henry Bellingham (North West Norfolk, C): Telling the truth and speaking out from consistency is better than being hidebound by public opinion.

Mr King: I find it extraordinary that certain unionist leaders, I understand, have criticised my belief that in fact there will not be a change in the majority view on their wish to be part of the UK. I expressed that view very strongly and I am surprised they have not felt able to support it.

Mr Roy Mason: He will learn that the spoken word is like a spear arrow and cannot be recalled. The

Taoiseach must be suffering from a succession of blows, first of all "Out, out, out" by the Prime Minister and now "Never a united Ireland" by

What does he have to say now about cooperation from the south in the light of what he has said? He has said that the agreement is not a long term solution to the problems of Ireland until the border goes and there is a united Ireland.

Mr King: One issue on which the Taoiseach and I are in absolute agreement is that there is no question that there could be a removal of the border against the consent of the people of Northern Ireland. The Taoiseach has made that absolutely clear on a number of occasions. Mr Heffer's solution would be singularly disastrous.

Mr King: I am sorry he felt it necessary to make those remarks. I very much believe they will not prove to be justified. We stand fully by the agreement and will seek to implement it in cooperation with the Government of the Republic.

Mr Marylees Ross (Leeds South and Morley, Lab): Secretary of State for Northern Ireland. In the light of the words of article one which are now being questioned, can I bring to his notice that what old Ulster adage put into a poem by Seamus Heaney which is called "Whatever you say, say nothing."

Mr King: I think that has been repeated to me every day since I arrived in Northern Ireland. I am aware of that poem.

Mr Eric Heffer (Liverpool, Waltham, Lab): Has Mr King not actually expressed in very clear terms what was clearly the position of this Government all the way through that there would never be at any time any agreement or suggestion that there would be a united Ireland? There will never be any long term solution to the problems of Ireland until the border goes and there is a united Ireland.

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Rates support details out before Christmas

LOCAL GOVERNMENT

Mr Kenneth Baker, Secretary of State for the Environment, said during Commons questions that he hoped to make an announcement before Christmas on the final details of the 1986-87 rates support grant settlement.

Mr Mark Fisher (Stoke-on-Trent Central, Lab): Will not this RSG, when it is announced, make a test for the fifth consecutive year which will be even more inadequate?

Mr Baker: The grant percentage for next year will work out about the same as this year after allowing for hokey.

Mr Charles Morrison (Devizes, C): When he comes to make his announcement will he please take full account of the situation facing low spending shire counties?

Mr Baker: As a result of abolishing targets and penalties and holding back we will be introducing a system of caps to ensure the transition is smooth.

Mr Michael Shreeve (Uxbridge, C): Will the Government take account of the fact that shire counties have been constructed to ensure prudent local authorities do not suffer excessive grant loss?

Mr Baker: We are introducing a system of caps and safety nets to ensure the transition from the existing system to the new system is phased.

Mr Tony Benn (Chesterfield, Lab): Will the Government take account of the report just issued by the Council of English representatives to three years' serious work which seems to indicate that there has been a major failure by Government to meet the pressing needs of some of the larger city areas?

Mr Baker: I refer to completely his allegation that there has been a failure by central Government. We have provided substantial extra resources to the inner cities over the last six years.

I shall be making this very clear in the response we will be making to the report and other reports on the problems facing the inner cities.

Dr John Cunningham, chief Opposition spokesman on the environment, asked the Secretary of State: Does the Secretary of State mean that he is confirming the statement made by his predecessor in July this year that next year's RSG will be at the same level as this year's?

If that is so, is not he announcing a real cut of about £700 million in resources for local authorities in this country?

Mr Baker: The actual level of grants as a result of abolition of targets, hokeybacks and penalties, will be in the region of £300 million to £400 million more in the system next year.

Later, Mr John Patten, Minister for Housing, Urban Affairs and Construction, said that he would be making a statement on the Green Paper which would consider the plight of small authorities.

Mr Patten: I am not familiar with the minutiae, but in principle I defend them and their right to say what they wish when they wish. He must be familiar with our convention that forbids me to say anything but that this is a matter for the normal channels.

Lord Elton: He invites me to ask my colleagues to refrain from instant comment on one set of matters and to give an instant comment on the other. They are experienced in how to conduct themselves.

I am not familiar with the minutiae, but in principle I defend them and their right to say what they wish when they wish. He must be familiar with our convention that forbids me to say anything but that this is a matter for the normal channels.

Mr Andrew MacKay (East Berks, C) said Spain and Portugal had much to offer the EEC. He said that some MPs were looking a little too closely at the balance sheet and not taking a wider historic perspective.

Mr Enoch Powell (Down South, CUP) said Spain was to be given distinct advantages under the key within the gift of the EEC, advantages which would have to be paid for in part by Britain and the people of Britain as a bribe to Spain to remain what was called "democratic and what really meant, be a member of Nato."

The Bill was read a second time.

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Minister happy to meet Archbishop

CHURCH REPORT

Mr Kenneth Baker, Secretary of State for the Environment, said in the Commons he would be happy to meet the Archbishop of Canterbury.

Dr Robert Runcie, pointed out the enormous amount the Government was doing to help solve the problems of the inner cities.

He was replying to Mr Roger Freeman (Kettering, C) who called on Mr Baker to remind the Archbishop of Canterbury that many Christians were also Conservatives who agreed that the urban programme was a successful way of helping the inner cities rather than the Commission of Urban Priority Areas' proposals which amounted to a sort of Socialist dogma of spending another £4 billion of public money.

Mr Baker: I would be happy to meet the Archbishop to discuss the problems of the inner cities with him and would draw his attention, which some parts of the report recognize, to the work which is being applied to dealing with the problems.

The derelict land grants rose from £23 million a year when the

Government came to office to £27 million this year, well in excess of the rate of inflation and a significant increase in real terms. This money will help to deal with many of the problems the report mentions - housing, enterprise workshops and the regeneration of the inner cities.

Like the country to recognize the enormous amount we are doing.

Mr Michael Foot (Barnsley, Gwent, Lab): When Mr Baker meets the Archbishop, will he tender a collective policy on behalf of the Cabinet or on behalf of only a few of them?

Will he pass on a message from the chairman of the Conservative Party (Mr Norman Tebbit) that he is now praying for the Church of England?

Mr Baker: I would only say to Mr Foot that there was some talk that the report had been leaked before the weekend, but it was on sale on Saturday in Dillon's bookshop.

Also during question time, Mr Eric Heffer (Liverpool, Waltham, Lab) said some Conservative MPs had not been prepared to spend £7.50 to buy *Faith in the City*.

Over £1 billion attracted to area

DOCKLANDS

Mr Kenneth Baker, Secretary of State for the Environment, told the Commons he was this year giving £9 million in direct grants to the London Docklands Development Corporation and the other docklands development body on Merseyside.

He said the LDDC was conducting the most successful recovery of a derelict part of inner city in the world. And we have every right (he said) to be proud of it. So far, the LDDC had attracted over £1 billion worth of private investment into the area it covered.

Earlier, Mr Baker said he had no plans to make orders setting up any further urban development corporations, but after Mr Michael Latham (Rutland and Melton, C) said he should look at the matter because these corporations could attract substantial private sector money and could bring speedy, effective and non-bureaucratic action to tackle inner city dereliction. Mr Baker said: He is right. I am examining this.

Mr Baker said the Government had put £2.5 billion into inner cities since coming to office, through the urban aid programme, derelict land grant and urban development corporations. This showed its faith in inner cities.

The development corporations had been a success. They had been particularly effective in areas with a lot of dereliction, where a great job had to be done and was being done. Before the corporation was set up in London's East End, the councils and the GLC could not agree and there was nothing. The record spoke for itself.

Mr Robin Squire (Hornchurch, C) said the LDDC's achievements had been in the face of a persistent campaign by the left wing in those areas against everything it had tried to do.

Mr Baker said one council had supported the LDDC and was in favour of the Canary Wharf development but there had been consistent criticism from the left. There was regeneration in the East End.

Mr Nigel Spearing (Newham South, Lab) said one of the so-called popularities of the development corporations was that they had a unique power to sell public land together with giving planning permission, sometimes without the normal safeguards of a public inquiry.

Irrespective of its merits, the Canary Wharf development could have an enormous strategic impact on Greater London, so why not permit an inquiry?

Mr Baker said he had considered all factors in making his decision not to call in that development. Investment was mobile, and new buildings were not built there it would be built in, say, Brussels or Amsterdam.

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It represents (he said) the largest civil investment programme for many years. £1.5 billion, providing 10 million square feet of space and jobs for probably 40,000 or 50,000 people. I cannot risk losing that sort of opportunity.

Mr Stephen Darrell (Loughborough, C) said urban development corporations put the emphasis on urban development and not on party politics, an example to be repeated in other inner city areas.

Mr Baker agreed. These had been good instruments and he was assessing their effectiveness.

It may be (he said) that other forms of agency can be used, maybe some sort of private trust where certain derelict spaces are developed. The whole country and all parties have much to learn from the success we are having.

Dr John Cunningham, chief Opposition spokesman on the environment, asked how Mr Baker expected local authorities to tackle problems when the Government had reduced

housing investment by 69 per cent and with the persistent reductions in rate support grant which now equated £16 billion.

Why had the Government been able to raise more than £22 billion in tax cuts for higher taxpayers while withdrawing resources from inner cities?

Mr Baker: If he is saying the inner city problems can be resolved by throwing more resources at them, he should think about the sixties and seventies when such sums were thrown at the inner cities and they built the slums and made the problems we are dealing with now.

One has to direct that money more effectively. That is the process I am engaged in, and finding ways to get private sector money in more effectively.

County Hall, headquarters of the Greater London Council, would be sold as quickly as possible. Mr Rishi Truway, Under Secretary of State for the Environment, confirmed during questions in the Commons.

He added that negotiations were going on between the London residual body and the inner London Education Authority to find alternative accommodation for its

Lord Hinchinbrook of Lillingham (SDP): Rape by definition is having sexual intercourse without consent. The incidence of rape therefore varies between the most heinous and violent offences and those cases where ladies withdraw their consent in the 59 minute of the 23rd hour.

Lord Glenamara: All these considerations are taken into account when the court considers a case, but I still believe it is the general feeling that rape is such a thoroughly vile crime that every possible step should be taken to prevent it.

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Complaint about release of letters

IMMIGRATION

Mr John Biffen, the Leader of the House of Commons said he would take seriously an allegation by Ms Clare Short (Birmingham, Lab) of a serious abuse by Mr David Waddington, Minister of State for the Home Office, in releasing to the press confidential correspondence between her and one of her constituents.

After Mr Peter Shore, Opposition spokesman on Commons matters, Mr David Winnick (Walsall North, Lab) and Mr Dennis Skinner (Bolsover, Lab) supported Mr

Short's complaint. Mr Biffen said he recognized the feeling invested in this topic.

Mr Short said there had been an argument going on for some time between Mr Waddington and a number of Labour MPs since he lost control of himself at question time and said the MPs had been abusing their powers in making representations in immigration cases. Since then he had climbed down and called it only a misuse of power.

The MPs had been requested to release their correspondence simply as an example of problems they faced. The MPs had said they would only give permission for correspondence

to be released, without names, if they could debate the issue on their side of the case could be put fairly. Without communicating with her, Mr Waddington had released one of her letters to *The Daily Telegraph*. That must be wrong and she asked for the Speaker's help to make sure Mr Waddington was reprimanded.

The Speaker (Mr Bernard Weatherill) said it was not his function to reprimand Ministers.

Mr Short said they could not let the matter stand. This was a grave incident. He could not recall any occasion where MPs' private correspondence had been released without their permission.

ADVERTISEMENT

THE OKEHAMPTON BYPASS

This advertisement by the Okehampton Crisis Committee has been made possible by the generosity of individual supporters

Look here, your Lordships, Give us fair play tonight.

Today the long saga of the Okehampton bypass reaches the House of Lords, where it will be decided whether the new dual-carriageway A30 goes north or south of the traffic-troubled Devon town.

The arguments for and against will be fully rehearsed in the debate. In this final appeal to members of the House of Lords, we are concerned only with how the Government has behaved in trying to force through its route.

It is no light thing for the upper house to vote down a Government bill as we ask your Lordships now to do. But the Government has used every trick in the book (and some new ones) to stifle opposition to its plans and to confuse those trying to see where the truth and the public good. All we ask of the House of Lords is that you give us an unprejudiced hearing. This is one of those cases where a defeat for the executive arm of government will be deserved and salutary.

A principle overturned

The Government's route for the bypass - the southern route - will slice through the flanks of the Dartmoor National Park, which here comprises the ancient one-time deer-park of Okehampton. This is flatly against the principle adhered to by successive governments since publication of circular 4/76 by the Department of the Environment. This said that 'no new route for long distance traffic should be constructed through a national park... unless it has been demonstrated that there is a compelling need which would not be met by any reasonable alternative means'.

The Government has been at pains to deny that a road violating the boundary of the Dartmoor National Park would be a breach of the principle. For instance, Angela Rumbold, MP, Under-Secretary of State at the Department of the Environment, told the Commons (Hansard, 19 Nov, col 219) that there is no reasonable alternative, apparently because, in her view, the environment north of Okehampton would suffer more from a bypass than that to the south and because the northern route would take so much longer to build.

Even if either claim were true (and we deny both), the road would still breach the principle of the circular and of the report of the National Park Policies Review Committee ('the Sandford report') from which it directly derives. That report made it clear that new roads should only go through parks if it was geographically impossible to do otherwise.

But, while denying the breach of principle, the Government admits to an 'exception'. This is, no doubt hand-picked, word used by Nicholas Ridley, Secretary of State for Transport, to the Commons (Hansard, 19 Nov, cols 143-4) when he claimed that a bypass through the national park would not be a precedent for future attacks on the parks. When is an act of government not a precedent? When is it an 'exception'?

We believe that your Lordships will prefer plain English. There has been a policy, founded on principle, agreed by all parties. Both policy and principle will be overturned if the Government has its way tonight.

Stifling the opposition

The Government has tried hard to prevent the Okehampton bypass being debated on its merits. The amenity societies objecting to the southern route were fully entitled to take their case to Parliament under the Statutory Orders (Special Procedure) Act of 1945, but Ministers harassed them and tried to stop them doing so.

First, the Department of Transport challenged the right of three objecting bodies to appear and argued that, by seeking to discuss government policy and its interpretation, objectors were going beyond the competence of the Joint Committee appointed under the Act. The Chairman of Committees and the

Chairman of Ways and Means dealt briskly with that manoeuvre and the petition went ahead.

Thus foiled, Ministers tried again. The Government whips in the Commons incited one of their back-benchers to put down a motion which would have blocked the Joint Committee procedure entirely. That ploy collapsed when Peers (and MPs) of all parties made known their anger and disgust.

The Joint Committee found against the Government in April this year. Its six Peers and MPs exhaustively reviewed the evidence which the single inspector at the inquiry had found so finely balanced, and considered new material. They took their task seriously on behalf of Parliament as their colleagues expected them to. But their decision was not good enough for the Government.

The Joint Committee was drawn, in the usual proportions, from all parts of the political spectrum. As Mrs Lynda Chalker, Minister of State for Transport, told a press conference on 7 November, this is 'not a party matter'. Yet, when the bill came before the Commons a few days later, the Government imposed a two-line whip. There is no explanation for that except that Ministers feared the outcome of a free debate.

Stretching the delay

The Government has tried hardest to confuse us about the time it would take to build a southern bypass compared with a northern. Mr Ridley says the southern one can be built in three years, but that a northern one will take eight or nine. On the face of it, a crushing discrepancy.

But Mr Ridley's eight or nine years have been carefully concocted. They depend on the Government doing nothing to shorten the time span and on the introduction of quite unnecessary procedures. Thus Mr Ridley's northern-route timetable includes full public consultation on various alignments. Nobody is keener than we are on the public's rights in these matters, but here consultation has already been carried out. The 'red route' put to public consultation is almost identical to the one considered by the public inquiry and to that subsequently favoured by the Joint Committee.

While Mr Ridley and Mrs Rumbold protest that public consultation may not be denied, their colleague, Mrs Chalker, has just announced that there will not be consultation about the Government's new route for part of the M

Private health insurer to ban drug abuse and alcoholism patients

By Nicholas Timmins
Social Services
Correspondent

Tough new exclusions to private health cover affecting more than 750,000 people insured with Private Patients Plan, Britain's second biggest private health insurer, are to be announced today.

Under the provision association's revamped personal insurance plan, PPP will no longer pay for long-term kidney dialysis, for any form of investigation or treatment of infertility, or for the treatment of drug abuse or alcoholism. Conditions arising from drug abuse and alcoholism, or associated with them, will also be excluded.

The latter exclusions seem to imply that people developing conditions such as cirrhosis of the liver, anaemia, epilepsy, hepatitis, septicaemia, vein inflammations or other conditions that can be associated with drug or alcohol abuse may find themselves or their medical advisers questioned about the cause of the illness.

Subscribers wishing to be covered for psychiatric treatment, pregnancy complications, or consultations and diagnostic procedures which are not part of in-patient treatment or out-patient and day case surgery, will have to pay an extra 15 per cent in premium.

PPP is trying to control

Fees to rise

Subscribers to the British United Provident Association, Britain's biggest private health insurer, face increases in premiums averaging about 11 per cent to 12 per cent from January; double the rate of inflation.

Bupa said yesterday that "medical inflation", the combined effect of private hospital charges, doctors fees, and more high technology medicine, was running at about 15 per cent this year. Bupa provides cover for about 3.2 million people.

steeply rising costs and claims. As a result increases in subscriptions have been running well ahead of inflation.

Mr Roy Forman, managing director of PPP, said the decision to exclude drug abuse and alcoholism was taken after detailed market research showed that people would prefer lower premiums with such conditions excluded.

The decision to end long-term kidney dialysis for chronic kidney failure was made because PPP's aim was "to give insurance for the treatment of illnesses which can be cured, not sustaining people for long periods of treatment for chronic illnesses". Dialysis for those awaiting transplants, however, would still be covered.

The proposals have already brought an angry reaction from parts of the private sector. Mr Peter Marno, administrator of the Hampstead Clinic of Charter Medical, which specializes in drug and alcohol addiction, said: "PPP is unilaterally taking away cover for any form of private treatment for addiction. Patients are being given no option even to take out extra cover, yet addiction treatment can be very effective."

Under PPP's new plan there will be no limit to the amount that can be paid out for treatment which is covered, whereas under the main plan, being replaced there was a limit of £45,000 or 180 days treatment.

The British United Provident Association, PPP's main rival, changed its rules to exclude long-term kidney dialysis earlier this year, but it still provides specialist treatment for drug and alcohol abuse up to 180 days or the plan's financial limit.

Mr Frank Dobson, Labour's health spokesman, said: "These exclusions will mean that the NHS will have to provide these often expensive treatments while the private sector continues to grow about its expansion and how it is doing the job when it is not doing anything like all of the job. Private health insurance already excludes many people who are expensive to treat."

National buys 'gem' of German painting

By Geraldine Norman
Sale Room Correspondent

The National Gallery put its latest acquisition on view yesterday, a jewel-like fifteenth century German painting of 'The Virgin and Child with Angels', reputedly valued at about £800,000. It was acquired through a private treaty sale from Mr Andrew Christie-Miller of Clarendon Park, near Salisbury, Wiltshire whose family bought it in 1855.

The painting is by an artist known as the Master of the St Bartholomew Altarpiece after a triptych which he painted for the church of St Columba, Cologne, and is dated to 1480-1495. It is one of only four known works by him in private hands.

The purchase fits clearly into the National Gallery's recent drive to improve its representation of the German school. Mr Alistair Smith, curator of German paintings, said the gallery now had four paintings by the artist. "This little gem is a notable addition to the gallery's growing collection of German fifteenth-century painting," he said.

The gallery will have bought the picture substantially below its market price as there was a substantial tax charge to be offset. Two Carlo Dolci portraits went to the Fitzwilliam Museum in Cambridge through a tax exempt sale in 1972 from the same collection.

Sale room, page 18

Extradited man accused of Ulster murders

From Richard Ford, Belfast

A man extradited from the Irish Republic on alleged terrorist charges was accused yesterday of being part of a gang that "ruthlessly assassinated" the former speaker of the Northern Ireland House of Commons and his son.

The thumbprint of James Shannon, only the second man to be extradited from the south to Northern Ireland to face an alleged terrorist offence, was found on a car used in the attack, it was alleged.

The gang of at least eight heavily-armed men carried out the well-planned killings of Sir Norman Stronge, aged 86, and his son, James, aged 47, in the library of their home at Tynan Abbey, Co Armagh, almost five years ago. The Provisional IRA claimed responsibility.

Mr John Creaney, QC, for the prosecution, told Belfast Crown Court that the men dressed in combat-type uniform and claiming to be members of the British Army, stole two cars before carrying out the attack.

The bodies of Sir Norman and his son, were found in the library along with two spent cartridge cases, Mr Creaney added.

Mr Shannon, a native of Co Tyrone but with an address in Co Monaghan in the republic, denies murdering both men. He was arrested near Dublin in July 1983 and extradited to the North.

The trial continues today.



'The Virgin and Child with Angels', reputedly valued at about £800,000, which has been acquired by the National Gallery.

Protection call for nurses

By Gregory Neale

Nursing and health organizations have called for new measures to protect nurses and other health service workers who suffer violent attacks in hospitals.

The physical violence may come from violent or distressed patients or their relatives, some of whom may be drunk or acting under the influence of drugs. Injuries range from black eyes, through sprains and bruising to more serious assaults, sometimes involving weapons such as knives or bottles.

Staff in the casualty, or accident and emergency wards are most at risk, but there have been attacks on staff on in other types of ward, on community health workers, in psychiatric hospitals and on general practitioners in their surgeries.

Some attacks result from patients' frustration at having to wait for attention to non-urgent injuries. Others may be caused by drunken patients, particularly at night.

Mr Hector MacKenzie, assistant general secretary of the Confederation of Health Service Employees, says staff shortages and consequent longer waiting times are increasing patients' frustrations, which could lead to violence, often against isolated nursing staff.

Compensation claims under Criminal Injuries Scheme by Cohes members in NHS

Year	Claims
1977	129
1978	87
1979	153
1980	128
1981	125
1982	164
1983	245
1984	220
1985 (August)	153

Source: Cohes legal department

Mr MacKenzie said the union was seeking adequate staffing levels, greater training for medical staff in how to identify and defend potentially violent situations, and, in cases of great risk, improved security measures.

"Some security presence may be needed in some wards, as a last resort", he said. "We do not want big, bulky guards in wards if that might increase tension, but in extreme circumstances the lives of our members must come first."

The Royal College of Nursing said crisis intervention training, some increased security and adequate staffing levels were all needed for health service workers at risk.

A survey by the RCN last year found that almost 70 per cent of nurses questioned had suffered some physical or verbal abuse during their careers.

"Prevention of violence is obviously better than any response after the event", an RCN spokesman said. "If training is considered, it is probably better to be in spotting problems and resolving them, rather than in self-defence techniques which could be confrontational."

"But it is important to listen to staff themselves in areas where they have suffered from violence, and it is up to the employing authority to see they are protected. If that might mean using private security firms in some cases, so be it."

The British Medical Association said it was important to obtain precise statistics on the subject.

Rise in deer herds threat to farmers

By John Young

Agriculture Correspondent

Concern at the continuing rise in the deer population in Scotland, at a time when more winter feeding areas are being lost to afforestation, was expressed yesterday by the Red Deer Commission.

In its annual report, the commission deplores what it calls a serious drop in the total 1984 hind cull of 6,000 animals.

"We would strongly advise that, apart from the inherent weakness in such a policy, it is indefensible for red deer managers to reduce culls at a time when the overall population is tending to increase and, more importantly, when there are serious criticisms and objections from other land users regarding deer damage", it said.

Too many hinds cause competition for winter range and tend to force stags further away from their normal ground to areas where they are unwelcome, the report said.

No farming business in Britain has escaped without some loss or failure this year and many, particularly in the North, will not survive the season, the Potato Marketing Board said yesterday.

Mr Arnold Hitchcock, chairman, said: "For a long time to come it is likely that an increasing proportion of the support for agriculture will have to come from agriculture itself. No responsible society will willingly tolerate the expense of producing mountains of unwanted food on the scale arising from the present EEC farm policy."

Red Deer Commissions annual report 1984 (Stationery Office, £5.45).

Bus chief on VAT charges

Mr Derek Randall, a former company director, was remanded in custody for a week by Acton magistrates in west London yesterday on charges concerning VAT fraud involving £250,000.

Mr Randall, aged 48, of Lynwood Heights, Chorleywood, Hertfordshire, ran one of London's biggest coach companies until its collapse last year. He was remanded in custody.

Burial of riot PC to go ahead

The funeral of PC Keith Blacklock, the policeman killed during the Tottenham riots in October, can go ahead after objections to the release of his body were withdrawn in the High Court yesterday.

A 14-year-old boy, one of four people accused of the policeman's murder, had opposed burial.

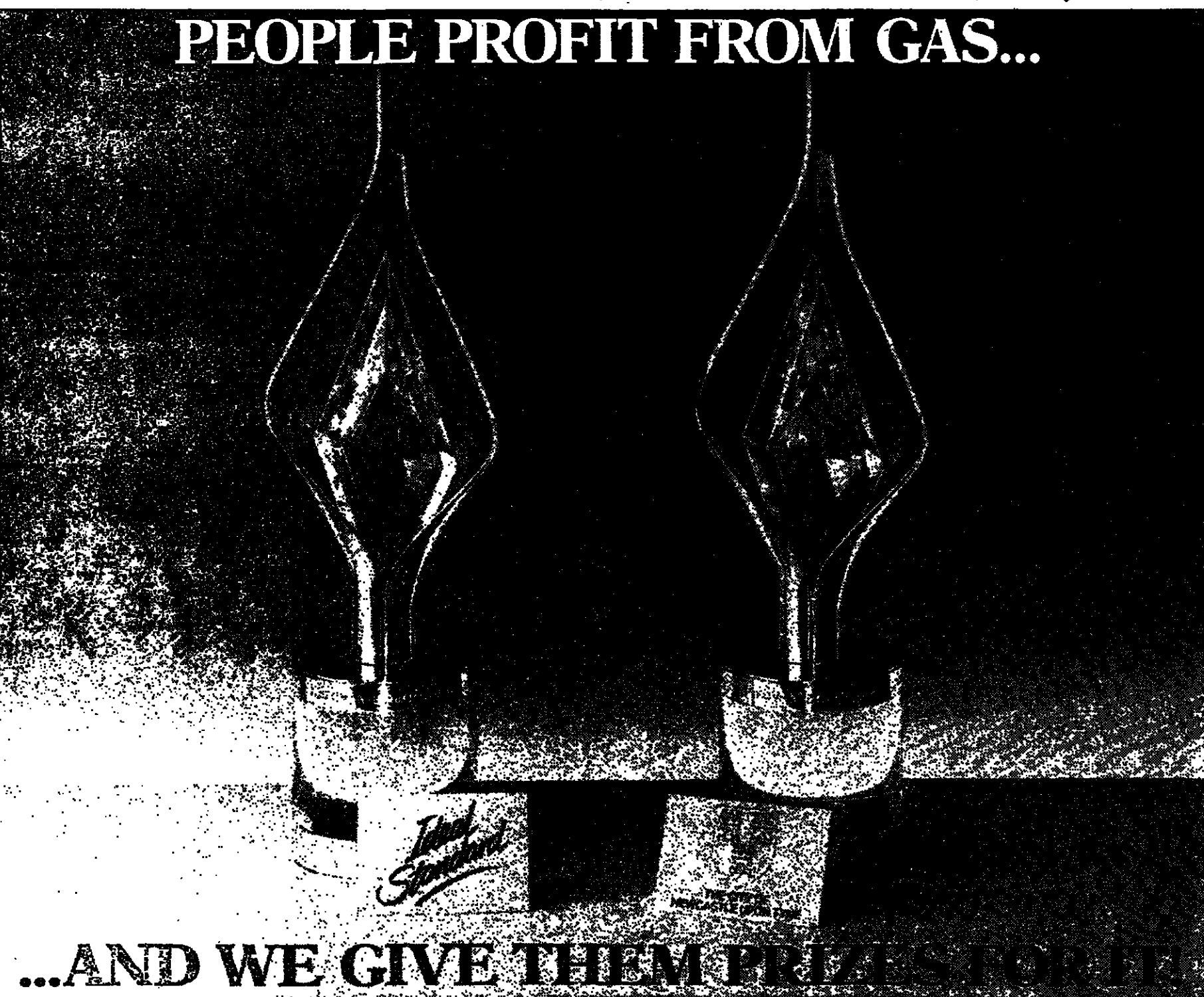
Trial halted

The trial of Jack Roy, aged 16, a schoolboy, who denies murdering Mrs Janet Madocks, aged 35, a social worker, was halted at Northampton Crown Court yesterday when Mr Justice Bush discharged the jury on a legal point.

Siamese twins

Siamese twins have been born to a woman from Coochib, Co Cavan, in the Irish Republic, it was disclosed yesterday. The girls, believed to be joined at the thorax, were said to be in reasonable health in a Dublin hospital.

FROM THE SMALLEST ROOM TO THE LARGEST CITY, PEOPLE PROFIT FROM GAS...



...AND WE GIVE THEM FREE INFORMATION

The winners of this year's Gas Energy Management Awards are Ideal-Standard Ltd., manufacturers of high quality bathroom equipment, and the ancient cathedral city of Newcastle upon Tyne.

As most people now know, these awards are presented every year by British Gas to those organisations which, working in partnership with the Technical Consultancy Service engineers of their Gas Region, are judged to have made the most significant contribution to the efficient use of fuel. (And, in the process, profited from very significant fuel savings.)

This is the tenth year of the GEM Awards, and this year's record number of entrants - 374 - saved between them 39 million therms. That's over 50% more than last year, another record, and an extremely profitable one for the companies and organisations concerned!

Ideal set new standards in energy savings

The winners of this year's Industrial Award, Ideal-Standard Ltd., are acknowledged leaders in the manufacture of bathroom equipment. What the Award acknowledges is a truly massive 51% fuel saving at their Middlewich pottery. This amounts to 1,370,000 therms per annum. An improvement in performance which

has pushed the British plant to the top of the Ideal-Standard world energy management league.

How was this achieved? By replacing LPG-fired kilns with a new continuous natural gas kiln equipped with many energy-saving features, including full waste heat recovery; and by replacing the oil-fired central steam boilers with direct gas-fired equipment.

These and other measures required an investment of £2.5 million. But the combination of using natural gas and modern equipment will enable Ideal-Standard to recover their investment in just over one and a half years.

Big City, big savings

This year's winner of the GEM Commercial Award is the historic cathedral city of Newcastle upon Tyne. A special Energy Management Unit was set up to be responsible for energy use throughout the city. Sixty outstations in 35 major centres are linked to a central computer station that is programmed to switch plant on and off as required in all sorts of civic buildings - from offices, schools and colleges to sports complexes and swimming pools.

The energy efficiency programme, worked out in conjunction with the Technical Consultancy Service of Northern Gas, has proved natural gas

to be the most economic fuel. In fact, today, more than 95% of the Council's buildings use natural gas - and the people of Newcastle are profiting substantially from Gas Energy Management. The savings this year alone amount to 1,412,000 therms.

If you would like to profit from the more efficient use of energy, fill in the coupon below.

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GAS FUELS PROFITS

How to avoid getting stuck in the wrong career.

You start at a disadvantage.

Aged 21, or younger, you are expected to pick a career that will shape the rest of your life.

How unreasonable.

After all, would you marry a girl you'd never met? Or buy a house you'd never seen?

It's just as foolish to plunge into a career you know nothing about.

There's not much point in discovering, halfway up the ladder in, say, banking, that you'd rather be making documentary films.

Or serving abroad with the Foreign Office.

Ten years hence, you'll probably have a mortgage and a young family.

It will be, in the words of the song, much too late for goodbye.

First, find out what you're good at.

Ideally, you wouldn't specialise straightaway.

You'd spend your first few years exploring different jobs.

Finding out what excites and what bores you. What you're good at and what you should definitely avoid. (As Somerset Maugham said, only the mediocre are always at their best.)

Above all, you'd discover what you most enjoy doing. Then you'd stick at it.

Unfortunately, with three million out of work, nobody can afford to flit from job to job.

Yet there is no single career that can give you the variety of work experience you need.

Or is there?

We'll coax your talents out of hiding.

As well as soldiering, an Army Officer can find himself tackling unusual jobs.

Making documentary films. Serving with the Foreign Office. Training to be an astronaut. Practising law. Writing books and magazine articles. Leading an Himalayan expedition. Solving land disputes. Teaching degree courses. Conserving wildlife in the Antarctic. Acting as equerries to the Royal Family. Organising disaster relief. Devising computer programs. Building bridges and airfields. Underwater archaeological exploration.

The list could go on to fill the rest of this page.

Think about it. What other career could allow you to develop in so many different directions?

Broadening the mind.

Our work takes us all over the world. Places like Berlin and Hong Kong could be familiar territory.

You would live and work in them, not just visit as a tourist.

But don't expect life to be one long holiday.

You might well serve in Northern Ireland.

Or on the tense East/West German border.

We may send you to the snake-infested jungles of Belize. (You'll need a machete and your wits about you.)

Picture yourself trekking out of Kathmandu to pay pensions to retired Gurkha warriors.

Officers serving with the Gurkhas must speak Gurkhali. So we'd teach you.

We could also teach you Arabic, Chinese, German, Russian, Spanish and Swahili. (Not to mention quite a few computer languages.)

Room at the top.

Naturally, we hope most of the young men we train will make their long term careers with us.

But we've had our share of failures.

Several very promising officers have, for instance, gone on to become Prime Ministers.

(Six out of the nine post-war British Prime Ministers served as Army Officers.)

Others deserted us for big business.

(At the last count, the heads of 32 of the top 100 companies in the UK.)

All these renegades recognise the value of an Army training.

So if, after three, five or eight years, you leave us, you will have impeccable credentials.

And a very clear idea of how you want your career to develop.

An advertisement can only begin to touch on the huge variety of an Army Officer's work.

Someone who can tell you more is Major John Floyd.

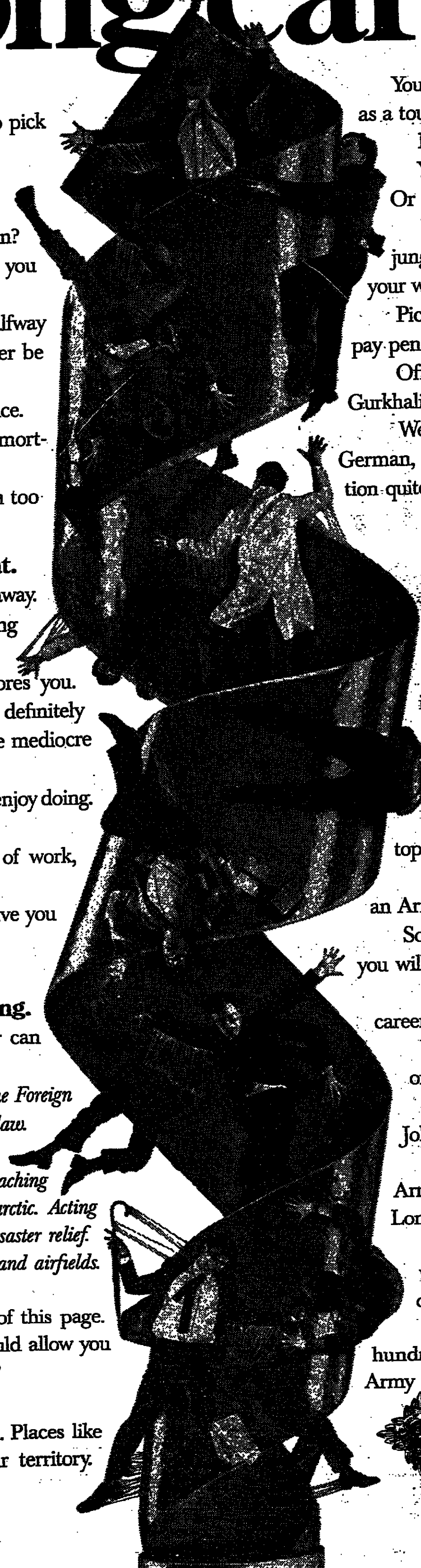
Write to him at Empress State Building, Army Officer Entry, Department A14, Lillie Rd., London SW6 1TR.

He'll want to know your date of birth, where you are currently studying and the qualifications you have or expect.

In return he'll help you get details of the hundred and one careers that await you as an Army Officer.



Army Officer



REV 1001520

Tutu says evil of apartheid allows Christians to use force

By Our Foreign Staff

Bishop Desmond Tutu, the Nobel Peace Laureate, said in Harare yesterday that advocates of non-violent change in South Africa were becoming irrelevant and that individual Christians were justified in using force against apartheid.

He was speaking at a three-day emergency meeting of the World Council of Churches called after an appeal by the South African Council of Churches for help in highlighting their opposition to their Government's policy of apartheid.

Bishop Tutu, the black Bishop of Johannesburg, said: "I have to admit that I myself, if I were younger, would not have patience with the Bishop Tutu who can only advocate non-violence when that does not bring about change."

He re-affirmed that "the church can never as an institution say that it espouses force and violence," but told the council leaders that the "evil of apartheid (presents) a set of circumstances which would make it justifiable for individual Christians to decide that the time had come for them to overthrow the system by force."

He said that by categorically condemning the use of force, the Christian church risked alienating many South African youths.

"I was confronted with that problem when a 12-year-old boy asked me 'what I had accomplished with my Christian non-violence. He said he had accomplished more to end apartheid by throwing a few stones,'" the Bishop said.

"We who advocate peace are becoming an irrelevancy, because when we speak peace, they speak rubber bullets, live bullets, teargas, police dogs, detention and death."

Bishop Tutu said the recent deaths of 13 blacks, including

Mixed race couple told to leave white area

From Michael Hornsby Johannesburg

Mr Pierre Ackermann and his wife, Miranda, caused something of a stir in the small Cape town of Villiersdorp when they got married in October last year, and not only because he is 55 and she only 16.

Under South Africa's race laws, Miranda is classified as a mixed-blood Coloured, and last year marriages across the colour bar were still illegal. The conservative citizens of Villiersdorp did not approve.

Earlier this year, the legislation banning mixed marriages was repealed. As with most of its "reforms", however, the Pretoria Government took away with one hand what it gave with the other, and the Ackermanns' troubles are still not over.

Mr Ackermann, an official employed by the Department of Water Affairs, has been told that he is no longer qualified under the Group Areas Act to live in the white part of Villiersdorp, and has been given three months to find "alternative accommodation".

The implication is that the Ackermanns will have to move into a coloured area, and for residential purposes he will be classed as a coloured.

● **Crossroads death:** A black man was killed when the police opened fire with birdshot on a crowd throwing stones in the crossroads squatter camp near Cape Town on Tuesday night.



President Reagan gesturing to reporters outside the White House yesterday as he said, in an off-the-cuff remark about his National Security Adviser, Mr Robert McFarlane (right): "He's retiring."



Moscow warms to British envoy

From Christopher Walker Moscow

An unexpected invitation to Sir Bryan Cartledge, the British Ambassador, for formal talks with Mr Eduard Shevardnadze, the Soviet Foreign Minister yesterday provided new evidence of improved Anglo-Soviet relations in the wake of the spy crisis provoked by the ill-fated expulsions last September.

According to an embassy spokesman, the two men discussed "matters of mutual interest, both bilateral and international". The call was the first made on the minister by Sir Bryan since his appointment to Moscow last July, earlier requests having met with a negative Soviet response.

Although no details were released about the talks, topics believed to have come up were the recent US-Soviet Geneva summit and the attempt by Britain and Russia to secure visas to replace diplomats, journalists and trade officials involved in the expulsions.

The end of the diplomatic crisis caused by the expulsions was signalled during the Commonwealth conference, when Mr Mikhail Gorbachev, the Soviet leader, sent an exceptionally warm 60th birthday telegram to Mrs Margaret Thatcher. Subsequently seven of the 25 diplomats expelled from the Moscow Embassy have been replaced.

Letter from Moscow, back page

Santiago doctors strike in health care protest

Santiago - More than 70 per cent of doctors employed in Santiago hospitals walked off their jobs on Tuesday morning, after the Santiago chapter of the National Organization of Physicians declared a "day of mourning" for health care in Chile (A Correspondent writes). A meeting of more than 1,000 doctors became an impromptu

Sudan kidnap linked to pro-Libyan group split

From Gill Lusk, Khartoum

The leader of a Sudanese political group closely associated with Libya has been kidnapped, General Abbas Medani, the Interior Minister, confirmed yesterday to the official Sudan News Agency. Mr Abdallah Zakariya, leader of the Revolutionary Com-

mittees, had been "kidnapped by a splinter group", the minister said, attributing the abduction to "financial differences within the movement".

The group has publicly denied both the kidnapping and any internal dispute.

Fill up their stockings with imagination

EEC summit deal

Trouble feared over 'minimalist' reforms

From Richard Owen, Brussels

There was a flurry of alarm late on Tuesday night at the Luxembourg summit, which had already gone on far longer than scheduled, when rumours swept through the conference centre that Denmark and Italy were about to destroy hard-won compromises by walking out Denmark because they went too far, and Italy because they did not go far enough.

Determined to avoid upheavals

But Mrs Margaret Thatcher, Herr Helmut Kohl, the West German Chancellor, and President Mitterrand of France were determined to get the reform process out of the way rather than suffer yet again the divisive upheavals which undermined the Milan summit on June.

"We decided to sit it out until we had a clear and decisive position," a tired, but still remarkably buoyant Mrs Thatcher said in the small hours of Wednesday morning.

Having initially opposed any changes to the Treaty of Rome, Mrs Thatcher was instrumental in pushing for "minimalist" reforms on monetary union, the abolition of frontier controls and other issues on the grounds that, since a reform package was inevitable, it had better promote and protect British interests.

The result is being widely applauded in Brussels as a step forward. But European Community diplomats were saying yesterday that the package could store up trouble for the future. It still has to be ratified by national parliaments and could founder on Italian, Danish or other objections.

The main points to emerge from the summit, properly known as the European Council, are:

1. Practical steps will be taken to reduce the administrative and legal constraints on small and medium-sized businesses to encourage job creation. Known as "deregulation", this is a personal issue for Mrs Thatcher, who expressed satisfaction with the setting-up of a Commission task-force to review past and present legislation ensuring that their costs do not outweigh their benefits.

2. The internal market is to be completed by 1992, with the Council of Ministers going over to majority rather than unanimous voting, with some exceptions. This reduces the use of the national veto. The summit defined the internal market as "an area without frontiers in which the free movement of goods, persons, services and capital is ensured".

Member states can apply to the Commission for exemptions, a move which takes account of Britain's need to maintain border controls on immigration, drugs, disease and terrorism. A new clause empowers states to take fellow EEC members to the European Court

for alleged "improper use" of exemptions to restrict trade.

3. The treaty preamble is to include the goal of Economic and Monetary Union and wider use of the European Currency Unit. But institutional changes, such as a European Central Bank, still require a unanimous vote with Britain and West Germany, which oppose full monetary union, retaining the veto.

4. Disparities between richer and poorer member states are to be reduced, a policy known as "cohesion", by using existing structural funds. On Britain's insistence, this article also includes depressed industrial areas in the more advanced countries.

5. The European Parliament at Strasbourg is offered a new formula under which it can delay and amend legislation through a second reading. But the Council of Ministers has the last word by unanimous vote, if the bill is totally rejected by the Parliament.

6. The EEC will encourage technological research and co-ordination with an agreed framework, and will act together to protect the environment. Britain placed a reserve on a clause providing for majority decision making in matters governing employment and working conditions.

7. Member states will consult each other on foreign policy to formulate common positions, with foreign ministers and the Commission meeting four times a year. A new foreign policy secretariat will be based in Brussels. The new article defines European defence and security policy as a long-term goal, provided it does not conflict with Nato or the Western European Union.

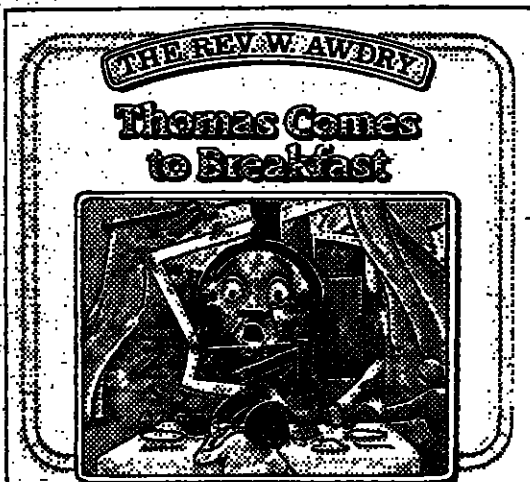
Differences of interpretation

One of the first tests of the new reform will come next week when the European Parliament meets at Strasbourg.

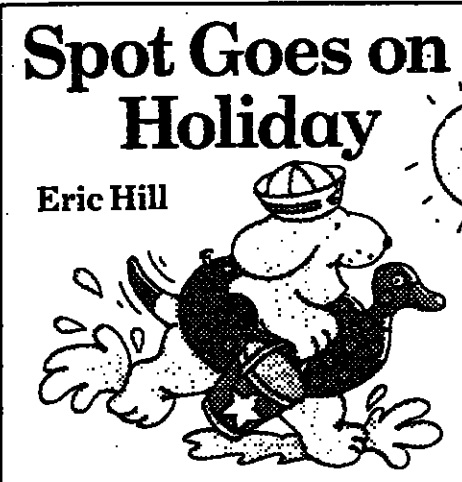
MEPs are almost certain to take a dim view of the marginal increase in their role, and may well threaten to hold up existing constitutional procedures as a protest.

There are also likely to be numerous differences of interpretation over the internal market and the liberalization of trade, with Britain already suspecting that France will seek to protect its transport industry and other states resentful of the retention of border restrictions by Britain and Ireland.

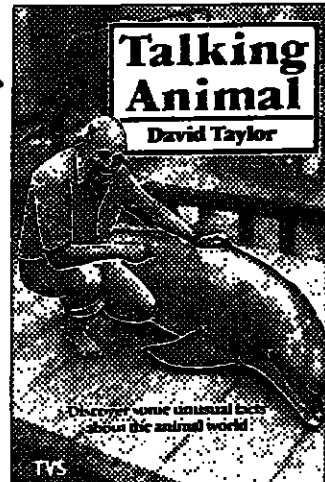
Other foreseeable difficulties will include pressure on Britain to join fully the European Exchange Rate mechanism, the desire of France, Italy, the Netherlands, and other "realist" states, to cap reforms with an all-embracing Act of European Union. This is a proposal which may arise at the next European foreign ministers session in 12 days' time.



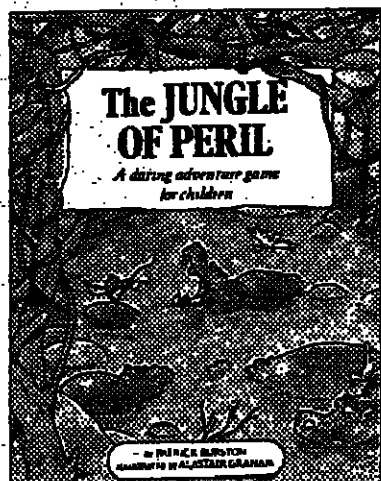
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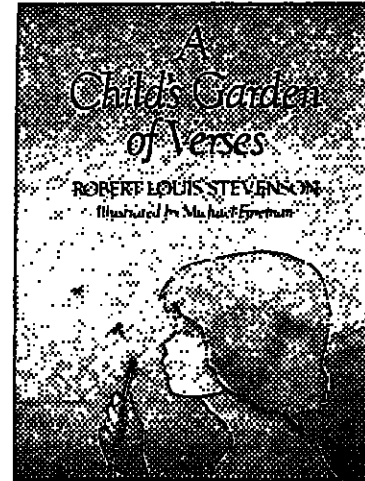
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Troubled Fabius asks Mitterrand to explain Jaruzelski visit

From Diana Geddes, Paris

M Laurent Fabius, the French Prime Minister, says he has been "troubled" by the meeting in Paris yesterday between President Mitterrand and President Jaruzelski of Poland - the first such meeting between the Polish leader and a Western head of state since the imposition of martial law in Poland in 1981.

Asked in the National Assembly about the reasons for the much-criticized visit, M Fabius replied: "That is the most difficult question that I've had to answer since taking office."

I am one of those who were profoundly shocked and who took part in protest demonstrations at the time of what became known as 'The Polish Events'. And that is why - why should I hide it? - I, personally, was troubled by General Jaruzelski's visit."

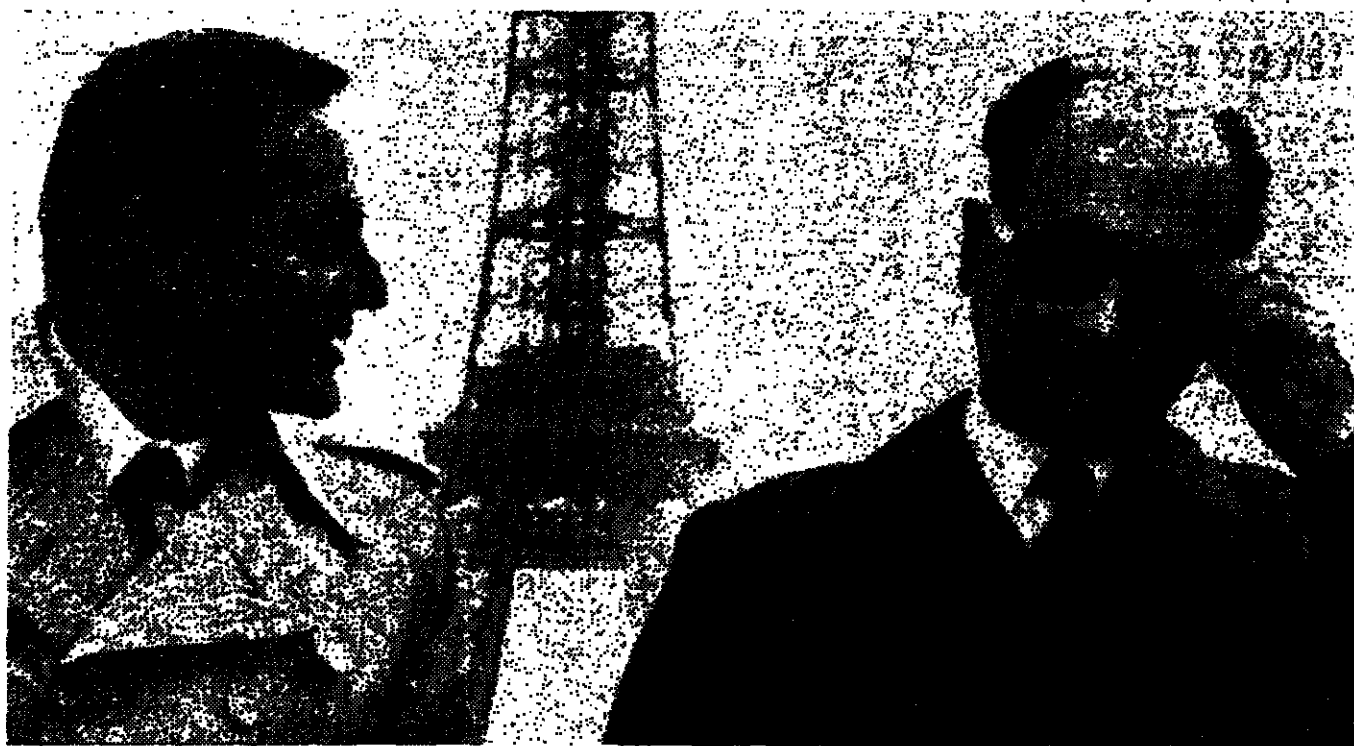
He said he had put the question to President Mitterrand, who had explained his belief that "state-to-state relations between countries like France and Poland must exist". M Mitterrand made it clear,

however, that "the meeting in no way signifies the approval of the policies pursued in Poland, nor an approval of the attitude of the leaders toward individual liberties and human rights", M Fabius said.

On the contrary: on the French side, the talks had mostly involved severe criticism of the situation in Poland regarding those two points, he added.

In spite of that, and in spite of a distinctly cool reception from the French, President Jaruzelski appeared delighted by his meeting with President Mitterrand. Looking more relaxed than usual in civilian dress, but still wearing his ubiquitous dark glasses, the Polish leader managed a rare smile as he described the talks, which lasted 20 minutes longer than the allotted hour, as "a very useful, very sincere, very fruitful and of great benefit for the development of détente between our two countries".

Interviewed by Agence France Press, the official press agency, during a one-hour trip up the Seine on a bateau



President Jaruzelski (right) sightseeing with a translator at the Eiffel Tower yesterday

mouche, President Jaruzelski said the talks could provide an opportunity to reach a "better understanding" and to eliminate "certain misunderstandings" between the two countries.

"The most important thing is that the meeting took place," he said. "Families close to one another may have misunderstandings... (but) it's a matter of episodes and frictions in the very old, and always friendly Franco-Polish relations."

President Jaruzelski, who left Paris last night for Tunis after what was described as "a technical stop-over", having arrived the previous evening from Algiers, was hardly given the red carpet treatment.

No minister went to meet him at Orly airport; on his arrival at the Elysee Palace for his talks with President Mitterrand, his car was turned away from the main entrance and through a side gate; and it was M Roland Dumas, the Foreign

Minister who met him.

The Government claimed that such lack of protocol was "quite normal" during private visits such as that being made by the Polish leader. However, the Polish Government, and Tass, the official Russian news agency, both described President Jaruzelski's trip to France as a "working visit".

● Britain's concern: The Polish Ambassador in London, Mr Stefan Stanislawski, was summoned to the Foreign

Office yesterday to be told of Britain's concern at recent Polish measures which seemed designed to restrict academic freedom, the Press Association reports.

He was seen by Foreign Office Minister, Mr Malcolm Rifkind, who, a spokesman said, pointed out that the action by the Polish authorities did not sit well with assurances given some time ago that normalisation and reconciliation were proceeding satisfactorily.

Sakharov's wife seen by Italian specialist

Siena, Italy (Reuters) - An Italian eye specialist yesterday examined Mrs Yelena Bonner, the Soviet dissident, who was allowed to break off a five-year sentence of internal exile and leave the Soviet Union to seek medical advice.

Professor Renato Frezzotti saw Mrs Bonner, aged 62, at his private surgery in this medieval city in central Italy. Mrs Bonner, wife of dissident Dr Andrei Sakharov, was given the 140 miles from Rome by friends. Police cleared a path through scores of journalists thronging the narrow alley in front of the surgery.

● Sakharov force-fed: For 207 days in the past 18 months Dr Sakharov has been separated from his wife and fed forcibly, his nose clamped shut to force him to open his mouth, according to relatives (The New York Times reports from Rome).

For much of that time the relatives said the Soviet authorities tried to conceal Dr Sakharov's fast by altering or forging messages addressed to friends from the Sakharovs in their place of banishment in Gorky.

Dr Sakharov's last hunger strike which began on April 16, continued with an interruption of two weeks until October 23, when the physician and rights advocate learned that his wife had been given permission to travel to Italy and to the United States for medical treatment.

The information about life in Gorky was supplied in interviews and in a news conference by Mr Efrem Yankelevich, Mrs Bonner's son-in-law and by Mr Alexei Semyonov her son, both of whom had travelled from their home in Newton, Massachusetts to Italy to meet her on arrival from Moscow.

They said their account was based on telephone conversations with Sakharov last month and on facts that had slipped out of Gorky. The information, they said, had been clarified, but not substantially added to be Mrs Bonner.

Mrs Bonner spent her first full day in Rome on Tuesday resting from her trip and from a reunion with her relatives that stretched into the small hours of the morning. She maintained the public silence she had pledged as a condition of the trip.

Mr Yankelevich said his mother-in-law was resolved to return to Gorky after completing her medical treatment in three months' time.

● An American Roman Catholic nurse, protesting against the Church's ban on women priests, yesterday staged a mock Mass in St Peter's Basilica.

US gives away more in military assistance

Washington (Reuters) - US military aid to foreign governments has increased by 66 per cent since 1981 and increasing amounts are given away rather than intended to be repaid, according to a congressional report.

The analysis, by the General Accounting Office, an arm of Congress, shows that military assistance totalled \$11 billion (about £7.3 billion) in 1983, including \$8.6 billion in grants or forgiven loans, a 92 per cent increase in "give-away money" since 1983.

Howe plea for Iraq's prisoners

The plight of two Britons imprisoned in Iraq was raised by the Foreign Secretary, Sir Geoffrey Howe, when he met the Iraqi Foreign Minister, Mr Tariq Aziz, in London, yesterday.

Mr John Smith, aged 42, from Haslemere, Surrey, was jailed for 20 years more than five years ago for trying to bribe officials. Mr Donald Hagger, aged 67, from Warminster, Wiltshire, was sentenced in 1980 to 20 years for spying.

Pilot killed

San Diego (AFP) - Captain Henry Kleeman, a US Navy pilot who shot down a Libyan plane in 1981 over the southern Mediterranean, died on Tuesday when his FA18 Hornet fighter skidded off a runway and overturned.

Trade boost

Peking (Reuters) - China and Albania, which resumed formal trade links in 1983, have signed a trade protocol for 1986 and a goods exchange and payments agreement for 1986-1990.

Jail Aids row

Brussels (Reuters) - Three hundred warders have occupied a prison in the eastern Belgian city of Liege to demand that five prisoners suffering from Aids be transferred to hospital immediately.

Over the net

Miami (AFP) - Mihnea Nastase, nephew of the former US Open tennis champion, Ili Nastase, and himself a 1983 junior Wimbledon finalist, has defected to the United States.

Jailed for scoop in Jane's

Baltimore (AP) - A former Navy intelligence analyst convicted of espionage for leaking three US spy photographs to a British military journal was sentenced yesterday to two years in prison.

Samuel Loring Morison, aged 41, was convicted by a federal jury on October 17 of two charges of espionage and two of theft of government property, each charge carrying a possible 10-year jail term and \$10,000 (£1,700) fine. Judge Joseph Young sentenced him to two years on each count, with the sentences to run concurrently, no fine was imposed. His lawyers said they would appeal.

In his trial, Morison allowed prosecutors to use his FBI statement admitting he gave Jane's Defence Weekly three classified US satellite photographs of the Soviet Navy's first nuclear-powered aircraft carrier under construction.

Mugabe in Moscow arms deal

From Christopher Walker, Moscow

The way has been opened for increased Soviet military involvement in southern Africa's worsening crisis after the first official visit to Moscow by Mr Robert Mugabe, the Prime Minister of Zimbabwe, which ended yesterday.

Among those involved in private discussions in the Kremlin were Marshal Sergei Akhromeyev, Chief of Staff of the Soviet armed forces, and Mr Ernest Kadungure, Zimbabwe's Defence Minister.

There were fears in Western diplomatic circles here that Soviet assistance could involve both new weaponry and the dispatch of instructors to help to train Zimbabwean forces.

At a press conference arranged by the Soviet Foreign Ministry, Mr Mugabe hinted that the Soviet Union was about to step up its military aid, but gave no details of the hardware or personnel involved.

He said specific details of military co-operation would be

discussed when a team of Soviet officials flies to Harare in the new year.

Asked by a Western correspondent whether military aid had been involved in his talks with Mr Mikhail Gorbachev and other Soviet leaders, Mr Mugabe said: "We talked about our own military capability and how we can strengthen ourselves in the face of threats from South Africa. Indeed, in general terms we discussed military aid, but any agreements will have to be worked out by specific teams."

According to Western sources here, Zimbabwe at present receives only a limited supply of Soviet arms and is not believed to have any Soviet advisers.

Addressing the assembled journalists as "comrades", Mr Mugabe - fresh from receiving an honorary doctorate at Moscow University - lavished fulsome praise on his Soviet hosts, saying that his two-day visit had cemented ties with the

Soviet Union and left him "extremely gratified and satisfied."

One concrete outcome is a wide-ranging economic and technological co-operation agreement signed earlier.

Mr Mugabe paid tribute to the present Soviet role in "helping towards the liberation of southern Africa" and bitterly attacked the policy of the United States, accusing it of trying to impose a system of constructive engagement with South Africa which was "deceitful, dishonest and hypocritical."

The Zimbabwean leader added: "apartheid is beginning to be on the run and we hope to keep it on the run until it is completely vanquished in the same way as Nazism and fascism were in Europe."

● VIENNA: Mr Mugabe arrived here yesterday on a 48-hour visit to discuss economic cooperation with Austria, a Government said (Reuters reports).

German bishops remind synod of Devil's threat

From Peter Nichols, Rome

If the English-language group at the Vatican's special synod of bishops has emerged as the most optimistic about the future of the Roman Catholic church, the German prelates must take the prize for pessimism, including their insistence that the Devil himself has a hand in proceedings.

The report of the German-speaking working group reminds the Synod that the "Prince of Darkness has always fought and still fights against the Church, the Bride of Christ."

The unfortunate "bride", in the German reading of the situation, defends herself badly because of historic obstacles and also faces a fall in the reverence felt for the saints who had helped free the church in the past.

In part, the Germans are no doubt reflecting the opinion of Cardinal Ratzinger, prefect of the Sacred Congregation for the

Doctrine of Faith, who is the most august member of the group. He is regarded as the leading spokesman at the Vatican of the idea that discipline and excessive freedom since the second Vatican Council closed twenty years ago have done the Church serious damage.

These fears are known to be shared to some extent by the Pope, who seldom misses an opportunity in public to describe how the Church is constantly misunderstood and subject to attack. The German-language group came near to supporting Cardinal Ratzinger's views in their conclusion that the idea of pluralism had even permitted the emergence of opposing opinions on the real teachings of the council.

● An American Roman Catholic nurse, protesting against the Church's ban on women priests, yesterday staged a mock Mass in St Peter's Basilica.

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Marcos challenged to live television debate by a confident Mrs Aquino

By Our Foreign Staff

Mrs Corason Aquino, a Philippine presidential candidate and widow of the murdered opposition leader Benigno Aquino, said yesterday she was willing to meet President Marcos on live television to discuss national problems.

Mrs Aquino said she would be interested in a meeting only if it were in full view of the Filipino people on live television with the international media present.

But she emphasized that the invitation for such a meeting should come from the President and added that if she and Mr Marcos "are both sincere in meeting with each other, then there is nothing to be afraid of."

"I want to be an optimist," she said, "and in fact, Ninoy (her husband's nickname) used to tell me that Marcos will die only after he has done something good for the country. In other words when he has made peace with the Filipino people and with God."

Mrs Aquino said she hoped Mr Marcos would step down after his 20-year rule and was confident she would win the February 7 poll if it was "fair and clean."

She said she would appeal to the Filipino people to refrain from violent acts during and after the campaign if the Government was found using

irregularities to prevent her from winning.

A shadow cabinet would be organized and would advise her on major matters, particularly regarding finance and law.

She said that if she won the election the criteria for any appointment to her cabinet would be "capability and honesty, and I guess it will have to be a mix, both men and women, politicians and non-politicians."

Speaking about her possible running mate, the president of the United Nationalist Democratic Organization, Mr Salvador Laurel, Mrs Aquino said she was still talking to him and regretted that he had cancelled a meeting for last night.

President Marcos meanwhile said in an interview with American public radio yesterday that the elections in February would be clean and outside observers would be welcome.

He said that Mrs Aquino and Mr Laurel would not have entered the contest if they did not believe the elections would be clean.

"The mere fact that they have declared their candidacy indicates that the elections will be fair and honest. We will give them all the safeguards to ensure clean elections," he said.

The ruling New Society Movement plans a convention

next Wednesday to nominate Mr Marcos formally as its candidate. Opposition groups are also meeting that day to try to select a single ticket to challenge Mr Marcos.

Mr Marcos also used the interview to defend his reinstatement of General Fabian Ver after the acquittal of the military chief of involvement in the murder of Mr Aquino.

"His reinstatement may have been unpopular for those who do not understand the decision of the court... but we do not punish innocent people in this country," Mr Marcos said.

Mr Marcos met privately with the general and other service chiefs to discuss a sweeping military reorganization and afterwards announced that 50 senior officers - half of them generals - would be retired or given new assignments.

Meanwhile Moslem rebels released yesterday a German and an American held hostage in the wilderness in the southern Philippines for more than a year, the U.S. Embassy said.

The embassy said Mr Robinson, of New York, and Mr Helmut Herbst of Munich, were flown to a hospital at the Clark Air Base immediately after their release on Jolo Island.



Mr Bob Astles, the British-born former aide to Idi Amin, who has been freed from prison, at a government office in Kampala before renouncing Ugandan citizenship.

Denmark introduces austerity moves to boost flagging trade

From Christopher Follett, Copenhagen

Mr Poul Schluter, Denmark's conservative Prime Minister and leader of the ruling centre-right Government, yesterday announced an austerity package to cope with persistently mediocre trade figures and a growing balance of payments problem.

The measures, aimed at shoring up the country's faltering economic revival, comprise tight controls on local authorities by the imposition of

restrictive central government levies on local public building and construction programmes. New taxes, estimated at £170 million, on private energy consumption, affecting oil, petrol, coal and electricity, are designed to absorb the present drop in power prices.

The Government's so-called "Christmas present" curbs bank loans and mortgage credit, notably loans for the purchase of imported cars and private consumption. The measures, prompted by forecasts of a balance of payments deficit in excess of £1.5 billion this year, are the second austerity package of the year. An "Easter egg" package froze pay increases at around 2 per cent a year until 1987.

The growth of imports, which threatens the Danish balance of payments, is due to falling unemployment, now at around 9 per cent, giving better salaries and the possibility of greater consumption.

The Government has set a 1988 deadline for the eradication of the balance of payments deficit.

Bonn urges Thatcher to stay in Unesco

From Frank Johnson, Bonn

Herr Hans-Dietrich Genscher, the West German Foreign Minister, has written to Mrs Margaret Thatcher urging her not to take Britain out of Unesco.

The text of the letter has not been made available here, but it is understood to be a final appeal to her to reconsider the move.

The West German Govern-

Jailed sect women end hunger protest

From John Best, Ottawa

Two Canadian women from the religious sect, the Doukhobors, have called off a hunger strike protesting against their imprisonment for arson after 58 days, weak almost to the point of death.

The women, Mrs Mary Braun, aged 65, and Mrs Tina Zmoff, aged 61, are members of the militant Sons of Freedom faction of the sect, which migrated to Canada from Russia around the beginning of the century. Another hunger striker, Mrs Mary Astaforoff, aged 71, died last week.

The "freedomites", who number only a few hundred out of a total Canadian Doukhobors population of some 10,000, have resisted integration into Canadian society and refuse to accept Canadian laws and customs. Mrs Braun and Mrs Zmoff are serving seven-year sentences for burning down a house near Grand Forks, British Columbia.

Mrs Braun was moved to Vancouver General Hospital last weekend from the Federal Penitentiary at Matsqui, BC, when her condition worsened. Doukhobors groups and family friends had appealed to both women to accept nourishment. The Doukhobors came to Canada originally to escape persecution under the Czar for their pacifism and refusal to bear arms.

Jordan puts peace pressure on Syria

From Ian Murray, Jerusalem

Jordan is trying hard to involve Syria in the Middle East peace process, Mr Richard Murphy, the US Assistant Secretary of State, with responsibilities for the area, told Israeli ministers here yesterday. But he said he had found no interest in Damascus for direct talks with Israel.

Mr Murphy has been making a sweep through Cairo, Damascus, Amman and Riyadh to report on the Geneva superpower summit in Geneva last month, at which the Middle East was scarcely mentioned. He returned to Jerusalem, where his trip began, to make a final report on his meetings, an obvious indication that the special relationship between Israel and the United States has survived

the crisis over the arrest of an American accused of spying for Israel.

He had separate interviews with Mr Shimon Peres, the Israeli Prime Minister, and Mr Yitzhak Shamir, the Foreign Minister. He told them that King Husain of Jordan was becoming irritated by the Palestine Liberation Organization's delay in announcing that it had totally given up "the armed struggle" and in recognizing UN resolutions which guarantee Israel's right to exist.

The King was now actively trying to involve Syria "but with what result I don't think anyone would like to predict," Mr Murphy told reporters. "Jordan feels very strongly that Syria has to get into the peace process."

Mr Shamir told him that since Jordan started talks with Syria the peace process had ground to a halt and the political situation was worse.

Although the Israeli Defence Force believes it still has the superiority to stop Damascus starting a war, it is increasingly concerned by the Syrian build-up of arms and men.

● BEIRUT Lebanon is to protest to the United Nations Security Council about an Israeli attack on a Palestinian guerrilla base in South Lebanon on Tuesday when four Lebanese and eight Palestinian guerrillas died (Our Correspondent writes).



Mr Richard Murphy, back in Jerusalem.

Fury at Herzog speech

Jerusalem - President Chaim Herzog risked angering a substantial section of the population last night by becoming the first Israeli President to speak to a meeting of the country's Communist Party (Ian Murray writes).

The speech, although prepared for the party's convention in Haifa, was clearly meant for ears in the Kremlin as part of

Israel's attempt to persuade Russia again to allow large-scale emigration by Soviet Jews. Nevertheless, there was a large demonstration called by campaigners for Soviet Jews outside the meeting hall.

Mr Herzog's speech praised the Soviet Army's part in defeating Nazism and Russia's early recognition of Israel.

Spain lures back British sun seekers

From Harry Debellus, Madrid

Spain expects 1986 to be a good year for tourism from Britain, possibly better than the 1984 record of more than six million British visitors.

A report published by the tourism ministry said factors expected to swell the tourist flow from Britain are the falling value of the peseta against a strong pound, making things cheaper for British holidaymakers; relatively stable hotel prices, with maximum increases of 10 per cent in contracts with tour operators; the return to Spain of holidaymakers who tried alternatives offered by tour operators and were dissatisfied; the improved image of Spain abroad in terms of crime control; and the new war among the big British tour operators, which has cut the cost of holidays by 20 per cent.

The report said British holiday travel abroad fell off in general in 1985. It estimated that by the end of the year the number of Britons who holidayed abroad in 1985 will be 10 to 12 per cent smaller than last year.

Spain, the biggest overseas tourist destination for Britons, is expected to wind up this year with about 15 per cent fewer British tourists than in 1984.

'Contempt' row delays judge's trial

From Stephen Taylor, Sydney

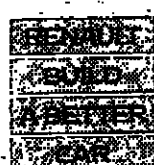
Remarks by Mr Neville Wran, the State Premier of New South Wales, which is claimed might prejudice the trial of a High Court judge, are being examined by Australia's Director of Public Prosecutions. It was confirmed in the Federal Parliament yesterday.

The investigation follows a statement by Mr Wran last week in which he welcomed the decision by the Appeal Court to set aside the conviction and 18-month prison sentence on Mr Justice Lionel Murphy for attempting to pervert the course of justice. The court stopped short of acquittal, however, and ordered a new trial.

A close friend of the judge, Mr Wran said the ruling confirmed that there had been a miscarriage of justice, and he was convinced Mr Justice Murphy was innocent of any wrongdoing.

Opposition Liberal politicians pounced on the statement, alleging it amounted to contempt of court, while Mr Wran's Labour Party colleagues are clearly embarrassed and have declined to defend him.

Meanwhile, the prosecutor's office said a new trial could not possibly be fair in the present climate and put off a decision of indictment for three months.



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Egypt insists injured jet hijacker must be handed over by Malta

By Our Foreign Staff

Egypt is to persist in its demands for the handing over by Malta of the surviving hijacker of an EgyptAir jet stormed at Luqa airport by Egyptian commandos.

The Maltese Prime Minister, Carmelo Mifsud Bonnici, has said that Malta would not extradite the hijacker, Omar Marzouki, aged 20, who is now in Valletta's St Luke's hospital recovering from wounds.

Maltese investigators believe the men who hijacked the jet on November 23 are Palestinian.

The Government Director of Information, Mr Paul Mifsud, said: "We are not saying that the Egyptian allegations are wrong... but Malta does not have any direct evidence of Libyan involvement and has not been provided with evidence of this by Egypt or any other party."

But Egyptian Foreign Minis-

ter, Esmat Abdel-Meguid said yesterday that "Egypt believed it was her right to take delivery of the hijacker, even though there was no extradition treaty between the two countries."

Mr Mifsud said yesterday that, "in the absence of an extradition treaty and because of the fact that a murder took place on Maltese soil, we do not see why the judicial process should not take place here."

Mr Abdel-Meguid said Egypt still expected Malta to extradite Marzouki because the Cairo Government early this year had sent back to Malta two Maltese arrested in an alleged plot to kill former Libyan Prime Minister Abdel-Halim Bakoush.

Maltese authorities said that Marzouki, who has not been charged, was identified by some of the passengers as the leader of the gunmen who commandeered the Boeing 737 last

month on a flight from Athens to Cairo.

Sixty people, including the other hijackers, died during the takeover and during the Egyptian commando assault.

Mr Mifsud Bonnici defended his decision not to allow American specialists to take part in the attempt to free the hostages. Egyptian commandos stormed the jet under cover of darkness on November 24.

He said the American and Egyptian ambassadors as well as Libyan, Greek and Italian officials present during the 22-hour drama had supported Malta's refusal to refuse the plane.

Western diplomats have said two of the hijackers carried fake Moroccan passports, while Maltese officials say Marzouki carried a Tunisian passport. The Tunisian Government has denied ever issuing a passport in that name.

Thai coup trial may be held in secret

From Neil Kelly Bangkok

Thailand's public prosecutor yesterday requested a secret trial for a former prime minister and 39 other defendants accused of trying to overthrow the Government three months ago.

Without hearing any evidence, three criminal court judges adjourned the trial until January 8 and ordered criminal prosecution and defence lawyers to make written submissions on the issue.

A argument broke out between the two groups of lawyers, numbering more than 40, after the prosecution said a secret trial was necessary for reasons of national security. Defence lawyers argued that the Thai people had the right to know everything about the case and that a secret trial would damage Thailand's international prestige.

The defendants, who include the former Prime Minister, General Kriangsak Chomanan; the former Supreme Commander, General Sern Na Nakhon; another retired general and two air chief marshals face the death penalty or life imprisonment if convicted. Most of the other accused are junior Army officers and non-commissioned officers. All have pleaded not guilty.

The trial follows the attempted coup on September 9.

Rumours of another attempted coup have been rife



Princess Anne inspecting baby foods during a tour of Khartoum's Children's Emergency Hospital, the first public engagement on her week-long visit to Sudan

Howe to disappoint Spanish over status of Gibraltar

By Our Diplomatic Correspondent

Sir Geoffrey Howe, the Foreign Secretary, flies to Madrid today for talks with Señor Fernandez Ordonez, his Spanish counterpart, which will inevitably focus on Gibraltar. European Community issues and Spain's membership of Nato also will be high on the agenda.

Spanish hopes that Sir Geoffrey may have something positive to offer on the proposals which Madrid submitted in February on the Gibraltar sovereignty issue will be disappointed. British officials emphasized yesterday that Sir Geoffrey would only be making a verbal response and would not be carrying any written counter-proposals.

The British position on sovereignty remains unchanged. It is prepared to consider proposals for lease-back arrangements, the establishment of a condominium, or other forms of joint sovereignty, which the Spanish have proposed, but will never transfer sovereignty against the wishes of the Rock's 30,000 inhabitants.

For the moment, Britain is placing emphasis on developing more practical links between Gibraltar and the mainland.

British officials note with satisfaction that there have been more than six million border crossings since the frontier was re-opened in February. Other forms of commercial co-operation, including tourism, are also developing.

Both British and Spanish officials agree that talks over Gibraltar will be drawn out. "What we are talking about is a slow process of osmosis," a British official said, emphasizing that the talks were proceeding in a friendly and workmanlike way.

Lord Carrington, secretary general of Nato, has been invited to visit Spain later this month, or early in January, by Señor Marcos Serra, Minister of Defence. A referendum on whether Spain should remain in Nato or quit is promised by the socialist government in the spring.

Leading article, page 17
Parliament, page 4

Koreans fail to agree on more reunions

Tokyo - The optimism generated by the September family exchanges between North and South Korea dissolved yesterday at the close of the latest round of Red Cross talks (David Watts writes).

There was no progress to show for two days of discussions in Seoul and no agreement on another meeting between div-

ided family members. The two sides, however, agreed to continue their discussions next year with a meeting in the northern capital, Pyongyang.

Seoul had suggested there might be another exchange at the time of the lunar new year festival in February. Pyongyang, however, insisted that any new searches should take

the form of free and unrestricted travel throughout the South, knowing full well that would be unacceptable to Seoul.

The North even rejected a southern suggestion that those families briefly re-united three months ago be allowed to exchange letters. Seoul likewise rejected a proposal that future visits be by air



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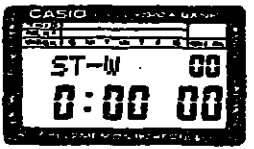
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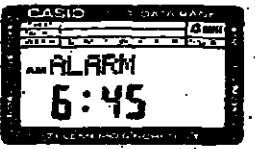
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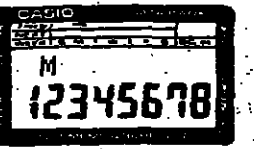
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• Net time/split time
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Titanic survivor dies with her two dreams

From Christopher Mosey Stockholm

Mrs Agnes Sandstrom, one of the last survivors of the Titanic disaster, has died aged 96 at her home in Borsteneberg, central Sweden.

"Although she had lived long, her two life ambitions had remained unfulfilled. One was to live to be 100, the other to live long enough to see the great liner raised from the seabed."

Mrs Sandstrom remembered vividly the liner's sinking, having been on board on her way to join her husband in America with her two small daughters.

When the Titanic collided with an iceberg, she ran with her daughters to the deck and found places in a lifeboat.

Her son, Lars Magnus Sandstrom said: "She would never talk about the sinking until her later years."

Move to protect journalists by world bodies

From Robert Schull Amsterdam

The world's main organizations dedicated to protecting journalists, in the exercise of their profession have met here for the first time to co-ordinate their efforts.

The meeting on Monday which was attended among others by the Eindhoven-based Index on Censorship, the American Committee to Protect Journalists and the International Federation of Journalists decided that the participating organizations would exchange information on the dangers faced by journalists. These include physical and other threats, such as prosecution in certain countries, and censorship.

This exchange of information could provide material for a year-book to focus public attention on these issues.

Tamils lose asylum fight

Bonn - West Germany's Federal Administrative Court has made a ruling which will make it far more difficult for foreigners, particularly from the third world, to stay in the country by claiming political asylum from Frankfurt.

The court had to consider the case of 136 Tamils, who had fled from Sri Lanka in 1983. They were wanted by the Sri

court in Mannheim. The government's office for Political Exiles applied against the ruling and the court ruled this week that the "general conditions" in Sri Lanka did not establish a claim to recognition as political refugees.

The Court's ruling yesterday condemned the decision as "especially striking" in view of the persecution of the Tamils.

No consent needed for body fluid evidence

Council's duty to pay dyslexic's private school fees

Regina v Apicella

Before Lord Justice Lawton, Mr Justice Michael Davies and Mr Justice Otton

[Judgment delivered November 28]

There was no rule of law to prevent the admission of evidence of anything taken from a defendant unless he consented to the taking.

The Court of Appeal (Criminal Division) so held when dismissing an appeal by Alfred Robert Apicella against his conviction of three counts of rape, two counts of attempted buggery and one count of possession of an imitation firearm, at the Central Criminal Court (the Common Pleas) on July 10 and June 18, 1980. He was sentenced to fifteen years' imprisonment.

Miss Ann Goddard, QC and Mr A. R. G. Scott-Gall, assigned by the Registrar of Criminal Appeals, for the appellant; Mr John Mearns and Mr Stephen Mitchell for the Crown.

LORD JUSTICE LAWTON, giving the judgment of the court, said that the appellant, posing as a minicab driver, had raped three girls and had attempted to bugger two of them.

There were several items of evidence which pointed to the appellant as being the rapist, but probably the strongest was the fact that each of the girls, as a result of the attack, had contracted an unusual strain of gonorrhoea. The Crown, of course, had to prove that the appellant was suffering from the same strain of the disease, and the appeal was concerned with their attempt to do so.

While the appellant was in prison awaiting trial, the prison doctor, suspecting that he was suffering from gonorrhoea, called in a consultant physician. His object in so doing was solely therapeutic.

The consultant examined the appellant and took from him a sample of body fluid in order to enable diagnosis.

The consultant assumed that the appellant was consenting to this, but he was, in fact, only submitting, as he had been told by a prison officer that, as a prisoner, he had no choice.

The sample showed that the appellant was suffering from the same strain of gonorrhoea as the three victims, and the prosecution called evidence to that effect at the trial.

Objection was taken to the admission of that evidence on the ground that it had been taken without consent, and was the physical equivalent of an oral confession.

The short answer was that it was not. The origin of the rules relating to the admission in evidence of confessions dated back to the time when a prisoner was not entitled to give evidence in his own defence and could not, therefore, contradict what he was alleged to have said by way of confession. The admission of evidence as to what had been seen or found was not connected in any way with those rules.

The relevant law was to be found in *R v Sang* (1980) AC 402, where the House of Lords was primarily concerned to decide what were the limits to the exercise of judicial discretion to exclude evidence, and particularly whether a judge had a discretion to exclude evidence which had been unfairly obtained. The basic principle applied, which had to be considered was that relevant evidence should be admitted unless there was a rule of law which said that it should not be.

It was accepted that the evidence derived from the appellant's body fluid was relevant. There was no rule of law which said that evidence of anything taken from a suspect, be it a body fluid, a hair or an article hidden in an article of the body, could not be admitted unless the suspect consented to the taking.

It was well established law that the way in which evidence had been obtained had no relevance to its admissibility, although its intended use in a trial by the prosecution might call for the exercise of judicial discretion to exclude it.

It followed that the evidence was admissible, but was its intended use likely to make the trial unfair? In the circumstances it was not; and the judge had been right, in the exercise of his discretion, not to exclude it.

Solicitors: Director of Public Prosecutions.

Regina v Hampshire County Council, Ex parte

Before Mr Justice Taylor.

[Judgment delivered November 28]

"Special educational provision" within section 1(3) of the Education Act 1981 was not limited to educational provision available only in independent schools. There was a mandatory duty under section 6 of the Education (Miscellaneous Provisions) Act 1983, as amended, to pay the whole of the fees when special educational provision was required at an independent school.

Mr Justice Taylor so held in the Queen's Bench Division in allowing an application for judicial review of a refusal by Hampshire County Council as an education authority, to make a statement of special educational needs in respect of the applicant and his refusal to give the applicant a grant.

The applicant was highly intelligent but suffered from dyslexia, which caused a continued weakness in spelling, reading and continuous essay writing. The combined effect of high intelligence and dyslexia caused the applicant depression and frustration.

The local authority would have placed him at a comprehensive school but his mother objected and, after consulting doctors who reported that the applicant had special educational needs, and required specialized remedial help, she sought admission for her son to an independent school which had been specially recommended, and applied to the education authority for assistance with the school fees.

The authority replied that its policy was that grants were not provided for independent schools unless, after a full assessment of educational needs under section 5 of

the 1981 Act and the making of a statement under section 7, that a particular independent school was considered to be the appropriate placement. The only exception was temporary support for families suffering financial hardship as the result of the death of the main financial provider.

The authority made an assessment of the applicant under section 5 but was not of the opinion that it should determine special educational provision for him and refused to make a statement of special educational needs, taking the view that the applicant's needs could be met by facilities available within a normal mainstream secondary school.

Mr John Fried for the applicant; Mr Michael Brooks for the education authority.

MR JUSTICE TAYLOR said that it was submitted on behalf of the applicant that the education authority had misdirected itself as to the meaning of "special educational needs".

His Lordship found that dyslexia was clearly a disability and the only reasonable conclusion in this case was that the applicant did have a learning difficulty within section 1 of the Education Act 1981. The crux of the case was the meaning of "special educational provision" in section 1(3).

It was submitted for the education authority that if provision was available within its schools the facility was not a special educational provision. That interpretation would involve the incorporation of the word "available" into the section.

The definition in subsection (3) could not be read alone. It had to be read in conjunction with subsection (1).

That made it clear that a special educational provision had to be one which was called for by a learning difficulty. Thus assistance for dyslexia would come within the definition, tuition in Greek or music would not.

The education authority had misconstrued the meaning of "special educational provision" and therefore its refusal to make a statement was based on a mistake of law.

As for the refusal of a grant, the relevant statutory provisions were section 8(1)(b) of the Education Act 1944 and section 6 of the Education (Miscellaneous Provisions) Act 1983, as amended by the Education Acts 1980 and 1981. Section 6(2)(iii) made it clear that the mandatory duty to provide for fees at other schools was in addition to powers conferred by the 1944 Act.

There was a general discretion under the 1944 Act but a duty under section 6 of the 1983 Act, as amended, to pay the whole of the fees when the educational provision was required at another school.

The question remained as to whether the policy adopted by the education authority excluded considerations of hardship cases other than the loss of the breadwinner and, if so, whether it was unlawful. The policy was sound and reasonable but it went too far in saying that consideration for grants for non-maintained schools would only be given where a section 7 statement had been made, except in one special case.

It was clear that the authority was closing its mind to other cases whereas under the 1944 Act it was under an obligation to consider them.

Solicitors: Teacher Stern Selby; Mr R. A. Leyland, Winchester.

When admissions differ from prosecution case

Regina v Cooper

Before Lord Justice Lawton, Mr Justice Michael Davies and Mr Justice Otton

[Judgment delivered November 28]

Where a defendant was prepared to plead guilty to a charge against him, but on a factual basis which differed significantly from the facts relied upon by the prosecution, there should be a "trial within a trial" to decide which version of the facts the judge should have in mind when sentencing.

The Court of Appeal (Criminal Division) so held when allowing an appeal by Gordon Leslie Cooper against a total sentence of six months' imprisonment, which three months was suspended, imposed at Southwark Crown Court (Judge Armitage QC) on September 25 for offences of supplying and possessing controlled drugs.

Miss Frances Butler-Stess, assigned by the Registrar of Criminal Appeals, for the appellant; Mr Hugh Griffiths for the Crown.

LORD JUSTICE LAWTON said that the prosecution case against the appellant was that he had been a supplier of drugs, albeit to friends, for a long period, and that he had been seen by a police officer to

supply drugs in a public place for money.

The appellant admitted to his counsel that he had, on occasions, supplied drugs for friends, and on the day in question he had done so at his place of work. He was advised to plead guilty, and his counsel informed the prosecution of his intended plea, but on a basis very different from the prosecution case.

Despite that, the prosecution opened the case on the basis of the witness statements. The appellant's counsel mitigated according to the appellant's version of events.

Neither judge nor prosecuting counsel intervened, and the judge sentenced the appellant on the basis of the prosecution case, which the appellant had always denied.

Both judge and prosecuting counsel were to be criticized. They should, following *R v Newton* (1983) 77 Cr App R 13 have invited the appellant's counsel to decide whether she wanted what had come to be called a "trial within a trial" on the issue of the factual basis for sentencing.

The most satisfactory way of dealing with the matter was to substitute a sentence which would allow the appellant's immediate release.

Solicitors: Solicitor, Metropolitan Police.

Transfer of shares was invalid

Tett v Phoenix Property and Investment Co Ltd and Others

Before Lord Justice Slade, Lord Justice Robert Goff and Sir John Megaw

[Judgment delivered November 28]

A transfer of shares made in breach of a pre-emption provision in the articles of a company was not a valid transfer.

Reversing the decision of Mr Justice Vinelott (*The Times* February 24, 1984) the Court of Appeal in a reserved judgment held that the purported transfer of shares to him by the executors of a deceased shareholder was a valid and lawful transfer which passed the property in the shares to him.

Mr Peter Curry, QC and Mr John Brisby for the company; Mr Richard Mawrey for Mr Tett.

LORD JUSTICE SLADE said that the articles of association of a company contained provisions restricting a shareholder from transferring his shares to an outside purchaser if any member or "the wife, husband, parent or child (not being minor) or any member" was willing to purchase the shares.

On February 26, 1982, 90 shares in the company were transferred to Mr Tett by the executors of a deceased shareholder without having been offered to other members. The directors refused to enter Mr Tett's name on the company's register or to deliver to him a share certificate in his name.

Three questions arose: (A) Did the relevant provisions in the articles, on their true construction, impose a valid and enforceable condition which had to be satisfied if the executors were to have the right to transfer shares to a non-member; if yes: (B) had that condition been complied with on the facts, and if it had not: (C) were there any other grounds on which Mr Tett could claim to be entitled to registration in respect of the 90 shares?

(A) Mr Tett's argument that those provisions were wholly void as being unworkable could not be accepted. The provisions gave rise to difficulties of construction, such difficulty could be resolved; an implied term was to be written into the provisions that before transferring shares to an outsider the transferor should first take reasonable steps to give all other members and their respective families a reasonable opportunity to make an offer to purchase at a fair value, to be determined by the auditors in default of agreement.

Thus the provisions imposed a valid and enforceable condition which first had to be satisfied if the executors were to have the right to transfer shares to an outsider.

Such steps had not here been taken: the executors had not even given the other members of the company an opportunity to make an offer. In the context of the articles, an intending transferor could properly be treated as having taken reasonable steps to comply with the condition if he had given notice of his intentions to the other members themselves and left it to them to pass on to their families should they think fit.

(B) Mr Tett's case was that a reasonable opportunity to purchase had been given to the members. That could not be upheld. The correspondence on which Mr Tett relied did not amount to the taking of such "reasonable steps".

(C) Lastly, it was argued for Mr Tett that even if the transfer had been in breach of the articles, (i) the discretionary power of the directors to refuse registration that was conferred on them in the articles had to be exercised within a reasonable period; (ii) the reasonable period was two months from the date that the transfer was presented; (see *In re Swaledale Cleaners Ltd* (1968) 1 WLR 1710) and section 78 of the Companies Act 1948; and (iii) the reasonable period had thus expired long before the trial of the action. In those circumstances, it was said, it was too late for the directors of the company to refuse to register the transfer.

Mr Curry had provided the short and conclusive argument to that submission: the directors would have had no power to register a transfer such as this which had to their knowledge been made in breach of the articles.

Lord Justice Robert Goff and Sir John Megaw delivered concurring judgments.

Solicitors: Hewitt Woolacott & Chown; L. O. Glenister & Sons, Epsom.

Failure was no explosion

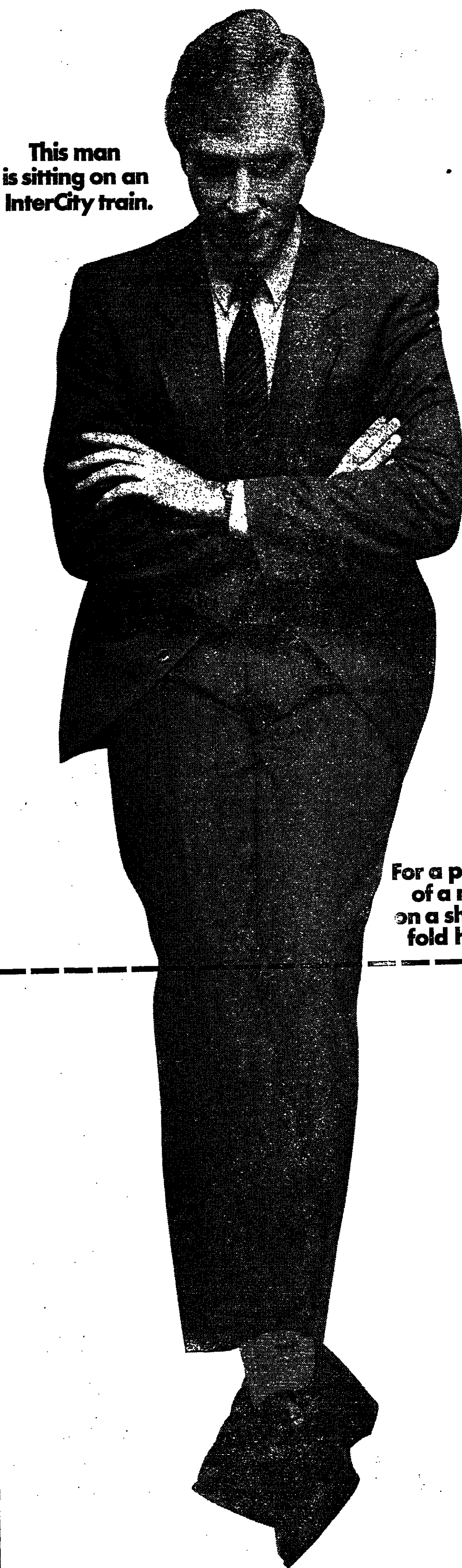
Commonwealth Smelting Ltd and Another v Guardian Royal Exchange Assurance Ltd

The fracturing and shattering of the casing and impeller of a compressed air blower had not been caused by an explosion, where a piece of the casing impeller had broken off and, by centrifugal force, flew outwards, striking and rupturing the casing, with the result that the compressed air in the blower had propelled the broken pieces farly outwards.

The Court of Appeal (Lord Justice Ackner, Lord Justice Stephen Brown and Lord Justice Parker) so held on November 26, dismissing the plaintiff's appeal from a decision of Mr Justice Goffman (*The Times*, August 7, 1984), who dismissed his claim against the defendant insurers and held that the destruction of the

compressed air blower at the plaintiff's zinc smelting plant had not been caused by an explosion and that the defendant was not therefore liable to indemnify him under policies of insurance in respect of damage caused by fire, lightning or explosion.

LORD JUSTICE PARKER said that, applying the approach adopted by Lord Justice Cairns in *Young v Sum Alliance and London Insurance Ltd* (1977) 1 WLR 104, 106, he had to ask himself whether an ordinary Englishman would say that the destruction of the blower had been caused by an explosion. He would not; he would say that it had been caused by the failure of the impeller causing a part to fly off and shatter the casing. That, not the air pressure, had been the proximate and effective cause of the damage, and the insurers were not therefore liable to the plaintiff.



This man is sitting on an InterCity train.

For a picture of a man on a shuttle, fold here.

MERCENARY? MISFIT? OR IDEALIST?

What made a Tyneside carpenter leave his home town to become a PLO terrorist? Facing a life sentence in a Cyprus jail for his role in the murder of two Israeli yachtsmen and a woman, Ian Davidson discusses his feelings, his motives and the life he left behind.

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THE ARTS

Theatre

Brutal reality of secret dreams

Edmond
Royal Court

David Mamet's new play tells the old story of the man who walks out of a boring marriage to begin life anew. Wherever this story is told, it aspires to enact the dreams of the spectator.

In its English version, it usually involves a departure to some picturesque village or down to the hot South. The story would be incomplete without some change of locale. Mamet's New York hero stays where he is. Everything he longs for is right there, but while he remains enthralled in middle-class routine he is unable to lay his hands on it. He comes over as a man who for years has been consumed with secret dreams of violence and lust, while preserving the mask of a nice guy at home and his place of work. Now he sheds his protection to test out his fantasies against the reality of the streets.

In most versions of this myth, the home has a double significance: a cage while you are inside it, a sanctuary as soon as you leave it behind. No such conflict enters the mind of Edmond: once he is out, he never looks back. He begins in a bar, moves on to a brothel and massage parlours, persistently refusing to pay the going rate and then getting beaten up. At this point, where you have marked him down as a tightwad with no street credibility, he rounds on another attacker and smashes him to a pulp. Flushed with the discovery that there is "warrior blood" flowing in his veins after all, he picks up a waitress and inadvertently stabs her to death in the midst of an hysterical argument; and ends in jail, where he finds peace and affection with a black cellmate.

The fact that this companion forcibly sodomized him in a previous scene, leaves you to conclude that what Edmond really wanted from the start was a cage from which there was no means of escape and where he had no freedom of choice. The hunger for life thus turns out to be a hunger for a return to the womb.



Colin Stinton as Edmond with Miranda Richardson as the hysterical waitress.

Mamet tells this brutally eventful tale in 23 scenes lasting barely 75 minutes. He could obviously have expanded it to a conventional length; but its concentrated brevity is essential to the play's impact. It is about a dream, and it has the quality of dreaming - passing fluidly and fatefully from one climax to the next.

In the opening scene, Edmond walks out when his wife complains that the servant has dropped an antique lamp: that tells you enough about the marriage to make you follow him through the door. Again, when it comes to the murder, the girl - would-be actress - is talking theatre clichés seconds before the knife goes into her. That is enough to evoke her past and the sad delusions that keep her alive before we see her as a corpse. Equally dreamlike are the moments of reversal: as where Edmond finds himself ignored

by a woman on the sub-way and starts screaming abuse at her.

It would be fair to view the play as the reverse of a man sitting submissively at home before following his wife upstairs with a sickly smile. Mamet leaves that option open. But at the same time, the play does record a journey that goes beyond the circular processes of sedentary fantasy. Edmond is not simply an unbroken descent into violence and desire. It is built around turning points of experience. The first robbery is an ugly spectacle; but it is nothing compared with the sight of the battered Edmond pleading for help from a hotel clerk who barely raises his eyes from the newspaper. If he has hated in himself, it is also provoked by the inhumanity of the life around him. The play opens and closes with a discussion on cause and effect, and the intervening scenes amount to a

dramatic argument exploring those alternatives.

Richard Eyre's production supplies a faithful scenic counterpart; dwelling on tiny realist details and then accelerating into nightmare. Scenes are cut off with frozen attitudes - a barman, hands outstretched, a woman fleeing in terror up a metal staircase - that have the definition of a Hopper painting. Colin Stinton plays Edmond as if simultaneously engaged in action and observing his performance; impassive though he is, he enables you to watch the events through his eyes. Among the hard-doubling company, there are fearfully accurate performances from Connie Booth as the unyielding wife and Miranda Richardson as the hysterical murder victim.

Irving Wardle

Concerts

Music Project/Bernas LSO/Koss
St John's BarbicanBBC SO/Howarth
Royal Festival Hall

It might be reassuring to suppose it was Bill Hopkins's death, nearly five years ago, that thrust his music into obscurity. But the truth is that the neglect began long before, and its cause is more likely to have been his distaste for self-promotion, except in the promotion of all he could discover of himself into his music.

The voice is one that Hopkins could not have found without Barraqué, as we were reminded by the inclusion of the latter's *Sequence*, in this new Macmillan Concert to balance his pupil's *Sensation*. But the two works manifest quite different approaches. The Barraqué is a grandiloquent cantata caught in the mirrored trap of self-consciousness.

Hopkins's *Sensation*, on the other hand, accuses itself of its own bluff. It starts with Rimbaud settings scored with abundant lyricism for soprano with viola and harp, trumpet and saxophone, and then in contemplating the reality of its feelings moves to poems by Beckett and into a cold corner of doubt. Jane Manning and Music Projects under Richard Bernas gave strong performances on both scores, as also of the two Joyce poems that Hopkins set as studies for *Sensation*.

The later Hopkins was represented by *Pendence*, a solo violin piece that wrests a flight of wondrously beautiful melody out of the multiple stoppings, fiftful gestures and pluckings of its self-examination. Alexander Balanescu's performance was alive to the work's suddenness of change and to the distinctive qualities of its song. I think the composition is probably a masterpiece, but more performances are desperately needed to test the claim.

Paul Griffiths

In these frightening times of shrinking university numbers it is refreshing to be able to cite a department which in 10 years has grown from nothing to be a flourishing and healthy innovative institution. The reason is able to do so is that the London Symphony Orchestra's concert last night celebrated the first decade of City University Music Department's existence.

To begin there was a work, Simon Bainbridge's *Ceremony and Fanfare* for 11 brass players and percussion, which the composer himself conducted. The work, although strictly occasional, is couched in uncompromising terms, with Bainbridge thoroughly relishing his strident harmonic aggregates.

After this, and now with Lukas Foss conducting, came something more richly evocative in the form of Charles Ives's *Decoration Day*, the third movement of the "Holidays" Symphony. Ives's inimitably free textures, typically, of exuberance with extreme poignancy, and he creates a small-town homesickness that at once speaks universal truths.

Foss, no mean American composer himself, had little difficulty in firing the enthusiasm of the LSO here. In Tchaikovsky's "Pathétique" Symphony, however, it was not so easy. The loudest and most impassioned moments were dramatically effective enough, if occasionally balanced rudely.

And if you think that work to be a strange choice in the light of what went before, what about the go-between, Mozart's C major Piano Concerto, K467? Stephen Hough played it nicely enough, though the finale was far too quick for him to impart any articulate detail.

Stephen Pettitt

The BBC has provided several opportunities to hear pieces by the West German composer York Holler, the new Piano Concerto, which it commissioned to mark European Music Year, is the most enjoyable yet. Is it a coincidence that this is the first work for some time in which Holler has decided not to "think electric"? Here his laboratory-conceived tapes are renowned for a conventional orchestra (albeit one with exotic and enormous percussion resources) and the pianist Peter Donohoe.

The one-movement piece progresses in short bursts of artfully contrasted material. Penderecki-style rasps of brutish bass sounds shaped into spiky rhythmic patterns might, for instance, be juxtaposed with cascades from the "angelic" of bells, vibraphone and crutches.

Yet, although the orchestral effects are beguilingly diverse the concerto derives unity from its strong thematic scheme, based on one chord whose notes are heard in the piano's introductory monody (ornamented as so profusely as any Bach adagio) and then clearly audible in Holler's much favoured slowly-spreading string textures. Elgar Howarth conducted an admirably prepared premiere.

This "Music of Eight Decades" concert (which Radio 3 broadcasts on Sunday) also contained the British premiere of Bernard Rande's suite *Le Tambourin*, conducted by the composer. There were many big, impressive splashes of orchestral colour and unusually defined melodic lines. But one hopes that Rande's projected opera on Van Gogh's life will be infected more by the powerful spirituality of the paintings.

Richard Morrison

Television

Grotesque little gems

Mighty Moments from World History (Channel 4), conducted by the National Theatre of Brent, is a wonderful invention: it has discovered one of the secrets of comedy, to be seen in the First Gravedigger or Mr Pooter, which intimates that even the most miraculous or grandiose "moments" can be defused by a drab figure who witnesses them unmoved. In the case of this programme, there are in fact two figures - Desmond Oliver Dingle and the simply but aptly named Bernard.

The are almost representative; they look as if they have lived, not in Brent, but in Cockfosters for many years and have no intention of moving.

But their genius lies in the fact that they have brought History to Cockfosters or, rather, that they have discovered the Cockfosters element in history: in last night's episode, Bernard impersonated Boadicea with what looked like a yellow motel curtain draped over his two-piece suit. It is not a matter of individual lines, therefore (although some of them are very funny), but of general conception.

When they played a love scene between the Queen of the Iceni and her consort, it was grotesque and at the same time rather moving. "It's more than a woman can bear", Bernard found himself saying, "I think I'll go and have a lie down now." And perhaps it does not escape portentousness to notice that this double act, so inalienably ordinary in the most extraordinary situations, does manage to assert a certain representative humanity. Mr Pooter, too, was Everyman.

It is unlikely that their humour comes entirely from George Grossmith, however; quite where it does come from is another matter. No doubt, like most other things, from television: there is a hint of conventional farce about their performances which has been expertly aligned with the alternative comedy now to be seen everywhere, so that they resemble a cross between Benny Hill and Alexei Sayle. But, in addition, they have a fantastical mordancy which is their own invention. Certainly they are the most original act to appear in recent months.

Peter Ackroyd

London
Contemporary
Sadler's Wells

Is it my imagination, or has there been a tendency lately in British modern-dance productions for only the women to maintain the barefoot integrity of the founding fathers (and mothers) while the men wear shoes? If I am right, it would be interesting to know why.

Siobhan Davies's *Bridge the Distance*, which opened London Contemporary Dance Theatre's three-week season at Sadler's Wells on Tuesday, is just one of several works in which I have noticed that discrepancy. In other respects, it seems to me to maintain more purely than most of this company's repertoire the manner of Martha Graham, who inspired its foundation. Not so much in the movement, perhaps, but in the enigmatic and individual undertones of myth and in the knotty but always legible clarity of the dancing.

It is a mark of Davies's skill that she uses some movements (a crawling motif for Anca Franksmeuser and Julian Moss) which in an earlier ballet, *Carnival*, she turned to comic effect, and makes them express in this different context a sense of desolation. Another example

Dance

of her expressive adroitness comes in the passage when Tamsin Hickling and Charlotte Kirkpatrick take part in very similar duets but the one is content.

Davies has obviously drawn strength in her choreography from her chosen music. Britten's Third String Quartet, which helps frame the shape of the ballet and, with its associations of La Serenissima, helps develop a strong emotional undertone in the solos for Patrick Harding-Irmer as a loner weighed down by his hopeless search for lost youth. I have often thought lately that Davies's dances would gain from wearing her heart on her sleeve again, as once she did, the extent of feeling in this work confirms my impression.

In *Moves*, Jerome Robbins relinquished the use of music; his choreography maintains strong rhythms of its own but to me looks sometimes rather arbitrary. It is best in the passages where he gives himself a strong theme, notably the sequence of duets in which there is always at least one solitary dancer (not always the same one) echoing the movements of the couples.

The London Contemporary cast, who have generally tightened and clarified their performances since the production's Nottingham premiere, do that long sequence well, but in the dance for four women, based on the poses of odalisques, they were not all voluptuous enough.

Tamsin Hickling's dancing, especially in the duet at the end of the introductory sequence, is the greatest joy in *Moves*, for the cool, curved sensuousness of her line and the self-possessed integrity of her performance.

John Percival

Ringed by cigarette smoke, Zoe Caldwell turns an eagle's profile as the lights rise, and incarnates Lillian Hellman. The effect, for anyone who has seen photographs or film clips of Miss Hellman during the last 20 years of her life, is eerie. With wig, makeup, and virtuoso artistry, Miss Caldwell makes you wonder whether you are watching a performance of *Lillian* (Cleveland Playhouse) or meeting a ghost.

In this one-performer but multi-character play, William Luce serves the late playwright even better than he did the poet Emily Dickinson in *The Belle of Amherst*. Here there is no need to invent a pretext for a virtual recluse to talk to an audience. Mr Luce sets his play in a hospital corridor just outside the room where mystery writer Dashiell Hammett, Lillian Hellman's beloved for 30 years, is slipping from a coma into death.

As she waits, hoping that Hammett will awake, Lillian pours out an avalanche of memories ranging from her childhood to tempestuous relationships with her philandering father and lover to her writing career, to her defiance of Senator McCarthy.

While the episodes are occasionally so balanced - funny, touching, funny, furious - as to appear schematic, the wires are more often hidden. Mr Luce, who has drawn his material mostly from the three Hellman autobiographies, has no need, for example, to stress a parallel between the playwright's Manhattan relatives and her venal characters in *The Little Foxes* - such comments as "I did begin to like those family dinners, so full of ill will", paint the picture. Inspiration for her more benevolent portraits came from her New Orleans connections, including an hilarious anecdote about her maiden aunts' prescription for contraceptives and a poignant relationship with her black nurse.

Voices and various sound effects are

Old Master
Drawings and
Sculpture
Agnew

Fine old master drawings are not easy to come by, but the current exhibition at Agnew's (until December 20) shows what can still be found by the discerning dealer. The range in this case is very wide, stretching from Luca Cambiaso to Gauguin, but the quality is consistently high.

A charming *Head of a Boy* by Gaetano Gandolfi is extremely close to the Venetian, Piazzetta, although it is perhaps slightly softer in technique. The Venetians are well represented, with two colourful Marco Ricci landscapes in gouache, an important Diziani and a really stupendous Francesco Fontebasso. *The Holy Family with St John the Baptist*.

It is not a preparatory study for a picture but a highly finished work in its own right, related to a series of similar drawings executed about 1740 and, the catalogue suggests, produced under the influence of Giambattista Tiepolo's son Giandomenico.

By contrast, the Genoa-based Giacomo Antonio Boni's *Bacchus and Ceres* are clearly inscribed with the name of the palace for the decoration of which these studies were intended, although in spite of this the final versions have not been traced.

Research into the beautiful Romanelli *Arion and the Dolphins* has proved more



Fontebasso's Holy Family with St John the Baptist

successful and the work turns out to be a study for a ceiling fresco in the Palazzo Costaguti, Rome, painted about 1647. It depicts Arion being hurried into the sea by the sailors who intended to rob him of the prize

attribution to Sebastian Bourdon is a reminder of his two visits to France in 1646-47 and 1655-57.

The French school itself is well represented, including one of the Odesalchi Claudes, a delightful group of figure studies by Jean-Baptiste Pillement executed in Portugal and a sensational *Study for le General Bonaparte en Egypte* by Jean-Leon Gerome. He sits uneasily and unhappily on a camel clutching the pommel rather nervously. Several paintings relate to this drawing but the one that does so most closely is untraceable.

Less grandiose is Isabe's *Interior of the artist's bedroom at Plombières*, dated 1820 and given as a present to his hostess, the Princesse de Caraman-Chimay. It is a wonderfully cool, simple interior, though roughly biedermeier in feel.

There are a number of recent drawings, notably

major Gauguin and an ordinary Whistler, *C. Reach and the Dragon*, which the latter is considerably more prominent than the former.

The sculpture is mainly nineteenth-century French, including two impressive terracotta heads of *Murillo* and *Palazzo* by Carlier-Belleuse. The most striking pieces, however, are Flemish, by Jan Claudius de Cock, signed and dated 1715 and representing

Night and Day. They succeed in being touching without being sentimental, and his handling of marble is exemplary.

Jeffery Daniels

American theatre: Cleveland Playhouse
Raising the standard

Zoe Caldwell as Lillian Hellman

sparsely but effectively used to enlarge some scenes in a production stylishly staged by Robert Whitehead. Miss Caldwell's voice is like three-dimensional smoke, twisting into infinite textures and shapes, as sinuous and relaxed yet brimming with electricity as her body: an amalgam of wary elegance. Her portrayal of Lillian Hellman and her relatives, famous friends and colleagues, and other characters, creates a broad theatrical canvas. After a Cleveland run extended by popular demand, *Lillian* moves to the Kennedy Center and then probably to Broadway. *Lillian* is the second world premiere at the Cleveland Playhouse in as many

seasons (last year the debut was of Arthur Miller's *The Archbishop's Ceiling*). With a handsome new building where *Lillian* ran concurrently with productions of *On the Razor* and *In the Belly of the Beast* in three theatres of varying size, the Playhouse is initiating a drive to change its reputation as a venerable but dull institution.

Under the new management of acting artistic director William Rhys (whose staging of *On the Razor* revealed an acute and arresting imagination reminiscent of Adrian Noble's approach to *The Comedy of Errors*) and managing director Al

Milano, the Cleveland Playhouse is moving to attract new audiences locally through more varied and sophisticated fare (with considerable British input).

Also attracting admiring scrutiny is the Playhouse Square Centre, the largest theatre restoration project in the world. Opened in June 1984, Playhouse Square offers a wealth of year-round performances on the stages and even in the lobby (the longest theatre lobby anywhere) of three downtown theatres built on a magnificent scale in the 1920s and restored (one theatre is unfinished, but operable) to their former grandeur.

Currently, a hit musical, *Do Black Patent Leather Shoes Really Reflect Up*, a droll look at Catholic education, the title derives from a list of "Don'ts" given to adolescents, including "Don't go to restaurants with white tablecloths because they remind a boy of bed" - redolent of *Once A Catholic* with tunes, has settled into one theatre. Others house city and state opera and ballet companies, children's theatre and lunchtime performance series, occasional pop groups, touring Broadway plays and musicals, the Metropolitan Opera, dance companies, and international travelling groups including the Stockholm and the Royal Philharmonic and the Academy of St Martin-in-the-Fields.

From June to October, Playhouse Square is the new home of the Great Lakes Theatre Festival. Approaching its 25th season, with new artistic director Gerald Friedman imported from New York, the festival has staged the American premiere of the RSC's version of *Nicholas Nickleby* and the world premiere of the theatrical adaptation of Dylan Thomas's *A Child's Christmas in Wales*. Across the board, Cleveland theatre has raised its standards and is beating them towards a place of national esteem.

Holly Hill

MAGGIE SMITH and EDWARD FOX

"is blessed with genius" "is excellent..."

THE TIMES in D. TELEGRAPH

INTERPRETERS

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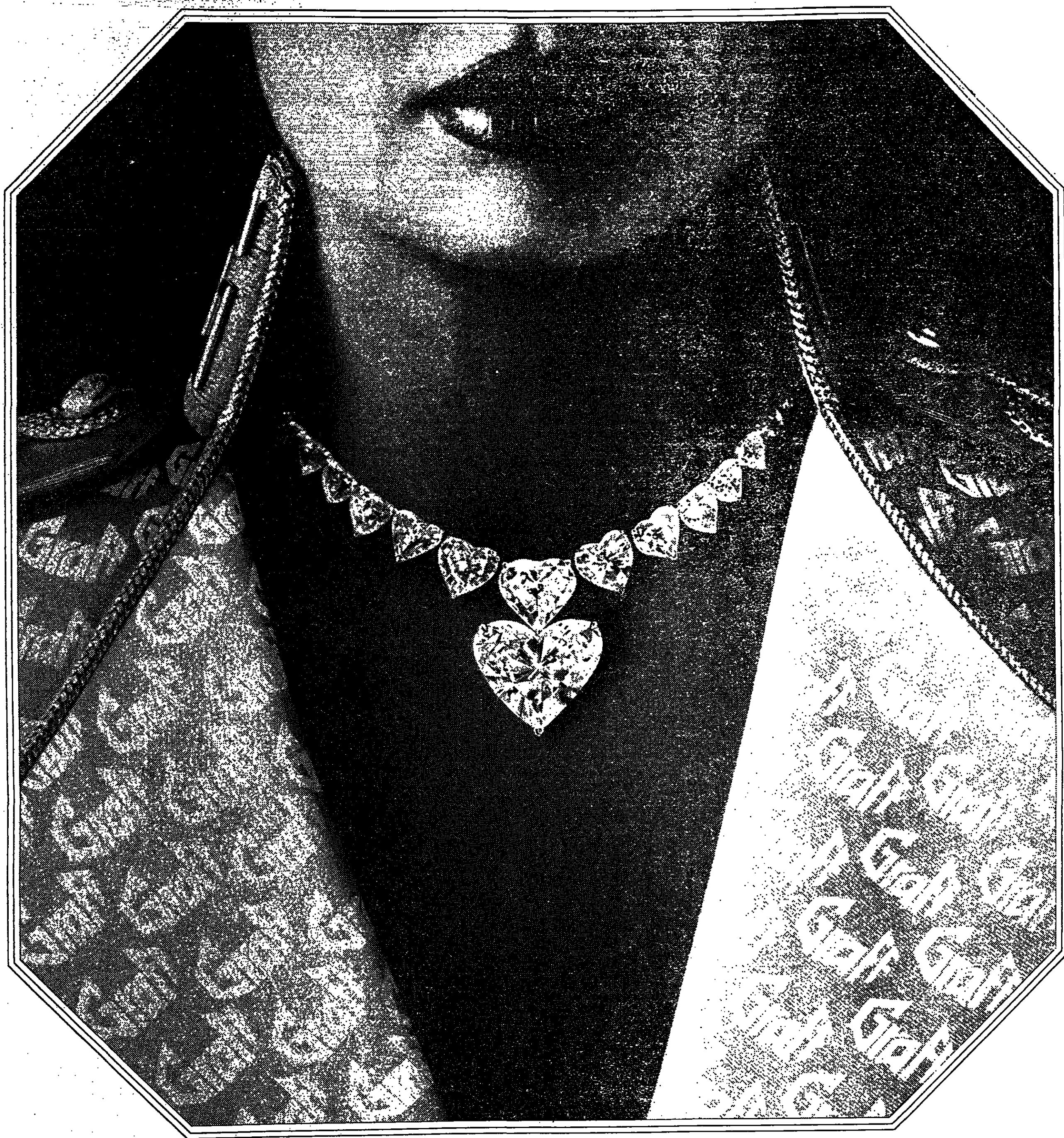
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SPECTRUM

King who wears a crown of thorns

The Times Profile:
Tom King

The new Anglo-Irish agreement is a carefully crafted fudge, deliberately written so as to enable Dublin and London to emphasize different nuances in their interpretation of it. For the British Government the crucial problem now is to secure the Ulster Unionists' grudging acceptance of this deal.

Since his arrival in Ulster, Tom King, the Secretary of State for Northern Ireland, has been aware of this - rather too aware to judge by his remarks of Tuesday that the Irish Republic's prime minister in signing the agreement had accepted there would never be a united Ireland.

Since then, it has been pointed out to him fairly forcefully that he must find a way to allay Protestant fears without landing Dr Garret FitzGerald in the car. Temporary embarrassments aside, the task of reassuring the Protestants is well suited to Tom King's political strengths.

To be popular in the province, an Ulster secretary needs to be a countryman, and look the part in old tweeds and a salmon-fly hat. He should have an open, warm personality, and be able to expand over the whiskey - while remembering that he has five more meetings that evening, all of which will involve a whiskey bottle.

He should be a source of "good crack", the Ulster phrase for enjoyable and humorous talk. He must manage to give the impression of listening and caring, while avoiding actually giving much ground. These are skills traditionally associated with Tory politicians, but even in the reconstructed Cabinet, there are not many ministers who possess them.

For a senior politician, he is a surprisingly ordinary man. His only known vice is unpunctuality: even the Irish may notice how late he is for meetings. He enjoys the House of Commons, and tries to organize his diary so as to spend as much time as possible there. But though he has no enemies in politics, he has few really close friends either. This is partly because he is a very self-sufficient man devoted to his family, who has never really allowed his centre of gravity to shift from Wiltshire to Westminster. Also, he is a politician surprisingly uninterested in politics. He has no great enthusiasm for gossip and none whatsoever for political theory.

Tom King is a devout countryman: leisure for him means out of doors, rather than galleries or concert halls, though he does find time for reading, especially biographies. He was a keen club cricketer - a useful wicket-keeper/batsman - and still occasionally gets up his own eleven. As a schoolboy, he played twice as Lord's in the Rugby/Marlborough match. More recently, he was a stalwart of the Anglo-Swiss parliamentary skiing match until his ministerial duties proved too heavy.

He enjoys riding, shooting, and fishing - as well as just pulling on his gumboots and helping out on the family farm. The Ulster Unionists might be alarmed to learn - shades of Gladstone - that he is a particularly enthusiastic woodman.

King is an exception to the increasing tendency for frontbenches to be staffed by professional politicians. He is the only member of the present Cabinet who has actually been in charge of a factory. Indeed, he had a very successful record in business, and managed to turn round Sale Tilney, his wife's family's company.

He also greatly enjoyed his time in the Army. He was seconded to the King's African Rifles, and saw action during the Mau Mau emergency, he constantly uses military phrases. Loyalty is for him the highest virtue - disloyalty the unpardonable sin.

A combination of the pragmatism of a good manager and the loyalty of a good soldier shapes his political outlook. He is not an extreme Thatcherite, but has never been remotely tempted towards the Weis either. The compliment most often paid to him - at least before Tuesday - was that he has a safe pair of hands. He is going to need it.

Operating this carefully crafted fudge is a problem in the province where the two communities are both intensely aware of political symbolism and deeply literal minded - prone to the least provocation to take a microscope to the small print. Moreover, Unionists' fears have been reinforced by their correct perception of the real motives of the British architects of this deal.

The three men primarily responsible, Sir Robert Armstrong, Sir Geoffrey Howe and Douglas Hurd, work easily together. They have similar world views and similar personalities. None of them has any enthusiasm for Northern Ireland. They see Northern Ireland as an encumbrance - a drain on the economy: and an obstacle in foreign relations.

For them, part of the attraction of this deal is any faint hope it might offer that in time the Ulster Protestants may come to regard themselves as Irish. The tribal antagonisms of Ulster politics leave them cold and contemptuous - a contempt that has been inadequately concealed from Unionist politicians.

Also, Douglas Hurd as Ulster Secretary was precisely the type of Englishman who Ulster Protestants find it hardest to like. Although Mr Hurd does enjoy country life, he is a shy aloof man. In Ulster, this aloofness came across as arrogance.

But Tom King is a Unionist, with a real affection for Northern Ireland. He had been Northern Ireland Secretary earlier, it is possible that this deal would never have been struck. He would have been at once too close to the Unionists and too sceptical of the grand designs of the mandarin to go along with it.

However, despite his doubts, he now has to operate Douglas Hurd's policy. But even before Tuesday he had already, albeit subtly, signalled a slight change of emphasis. Although he arrived on the scene far too late to be able to make major alterations to the deal, he was immediately aware of one of its defects and problems. John Hume, leader of the



Man in the hot seat: Tom King's handling of the Ulster job could make or break him

Social Democratic and Labour Party in Northern Ireland, had been virtually a member of Dr FitzGerald's negotiating team, but there was no equivalent Unionist input. The British Government simply did not trust them enough to involve them. But this inevitably meant that all the pressure on the crucial small print was coming from one direction. On some minor points Mr King managed to rectify the balance.

When it comes to winning over the Unionists, Tom King has an immediate problem which he may be able to turn to his advantage - the Rev Ian Paisley.

With the partial exception of that other inveterate non-team player, Enoch Powell, all major Ulster Unionist politicians are now follow-

ing in Dr Paisley's wake. But they are not enjoying it one bit. A major reason for their resentment against the British Government is that it has forced them to become Dr Paisley's dancing bears. The moment will come when they will be ready to break the chain.

In his attempts to win round the Unionists, Mr King will have one key supporter - the Prime Minister. Mrs Thatcher is also a Unionist. So Mr King should be able to work in harmony with her, which he has not always been able to do in the past.

Tom King was one of only three members of the Shadow Cabinet not to move into the Cabinet in 1979. But he served loyally as Michael Heseltine's deputy at the Environment until moving straight to the number one job.

After only six months at the DoE, Mr King was moved downstairs to Transport, his replacement, Patrick Jenkin, was more pliant. The Parkinson degrading enabled him to reverse his demotion almost immediately - but he arrived at the Department of Employment at a particularly inopportune moment.

During the election campaign, Nigel Lawson had been incautious enough to predict a fall in unemployment: it continued to rise, Tom King got the blame. He also took the blame for the failure of trade

unionists to vote against political funds: it was widely argued that the Government should have moved to "contracting in" instead.

Tom King was not unhappy to move to Northern Ireland. Contrary to the reports at the time, he only spent 20 minutes with Mrs Thatcher, before popping along to see Willie Whitelaw. He was attracted by the proconsular aspects of the Northern Ireland Secretary's role and the prospect of getting out of Whitehall and actually running something.

Two years ago, Mr King was being spoken of as a possible leadership candidate, who could come through the middle between Heseltine and Tebbit, possessing neither their exciting qualities nor their enemies. During his time at Employment, his stock fell. But a successful term of duty in Ulster could qualify him, if not for the succession stakes, at least for one of the great offices of state.

Commentators on Northern Ireland have noted that all British ministers in Ulster are playing with the casino's money. Anything they win, they can bring home - while their losses are blamed on the impossibilities of the Irish. But Tom King has higher ambitions than this. If he can reconcile the Unionists to the new agreement, he may well achieve them.

Bruce Anderson

BIOGRAPHY

1933 Born on June 13, educated Rugby School
1951 National Service
1952-53 King's African Rifles (Acting Captain)
1953-56 Emmanuel College, Cambridge
1956-68 E. S. & A. Robinson Ltd, Bristol, divisional general manager 64-68

1970 March: elected MP for Bridgwater
1971-79 Chairman of Sale, Tilney Co Ltd
1979-83 Shadow Cabinet (Energy)
1979-83 Minister of State for Local Government
1983 Secretary of State for the Environment (Jan-June)
1983 Secretary of State for Transport (June-Oct)
1983-85 Secretary of State for Employment (Oct 83-Sept 85)
1985 Secretary of State for Northern Ireland



Belfast flashpoint: a bodyguard pushes Mr King to safety during a Unionist protest over the Anglo-Irish agreement last month

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The premium price of ludicrous lawsuits

Everyone in America - from babysitters to brain surgeons - can be sued, reports Christopher Thomas



The Mad Hatter world of American litigation gets madder yet. A popular bumper sticker tells the story: "Hit me, I need the money". It seems that every American is suing somebody. These days you could pay off the mortgage with the proceeds from breaking a leg on an ice rink. If little Johnny must fall and get two stitches, he should do it at nursery school because the damages will help him through college. When a doctor does something annoyingly wrong, patients can dream of retirement in the sun.

Accountants, contractors, real estate agents, police officers, child care centres, nurses, midwives, doctors, shopkeepers, hotels, the ordinary guy in the street and even some lawyers live in the massive shadow of the species of attorney known as the contingency lawyer. He gets a

previously agreed slice of the takings, often more than half. He might strike at any time. The neighbour's kid fell and hurt himself in my garden. His pain equalled my fear. It's a hell of a way to live.

Doctors have lived with it for years, together with insurance premiums that look like most people's salaries. It's ice skating time again, a time of broken bones and the festival season for suing ice rink owners. Charles Shultz, creator of the comic strip *Peanuts*, has closed a rink he owns in Santa Rosa, California, because no insurance company will cover him any more. It's all because of staggering damages sought by contingency lawyers and granted by juries.

Vincent Catania owns five restaurants in Cape Cod, Massachusetts. He gives classes to help waiters recognize drunks who might cause a car accident. To serve a drunk a drink would be to conspire in his drunkenness. Even refusing to give a drink to a drunk who walks in off the street is no guarantee of immunity. You might be sued for not physically restraining him from driving.

Bowling alleys, where you might at any moment drop the black ball on your foot, are being hit. Even the vicar is vulnerable. The Rev Bob Hinson, Pastor of the First Methodist Church in Houston, confessed that he and many other ministers refused to visit troubled parishioners in their homes. One cry of "Rape" and you're finished.

Babysitters are eminently suable if baby Jane bumps her head. Anybody working with children had better watch out because lawyers have found mileage out of the vicious term, "too much affection", which suggests sexual advances.

Don Oliver, a New Orleans architect, said he and many architects practiced "defensive architecture" - overdesigning buildings to pre-empt lawsuits. A real estate agent dare not say the schools are real nice around here because that might be discriminatory. "We'd have to refer them to the school board if they asked", said Tim Knobloch, who sells real estate in the

Washington suburbs. Valerie Thomas, his colleague, said she and other agents paid more than \$100 a year for "errors and omissions" insurance premiums from their own pockets, to guard against malpractice suits from unhappy buyers and sellers. She said praising this or that location might be construed as racial bias.

The courts are awash with suits. Nearly 13 million civil lawsuits have been filed this year alone. That's a lot of rich work for the nation's 653,000 lawyers.

The million-dollar award is commonplace. California, where most crazy things begin, acted out of character several years ago and passed a highly sensible law limiting fees that people can pay their attorneys if they win medical malpractice suits. California has been sued by contingency lawyers, of course, but the Supreme Court has just ruled in its favour.

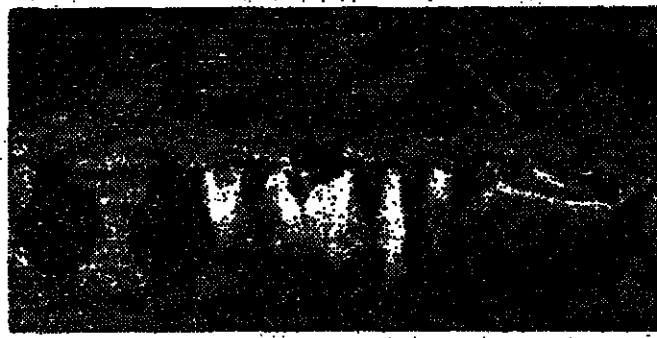
Doctors have raised fees to meet insurance premiums that range from a few thousand dollars a year for a country GP to \$130,000 for a high-flying New York specialist.

The American College of Obstetricians and Gynaecologists said 73 per cent of members had been sued by patients. An astonishing 12.3 per cent of 19,000 practising members quit the specialty last year, principally because they could not bear the cost or insecurity of "sue-crazy" patients. Malpractice insurance premiums for doctors in the baby business average \$20,000 a year.

Car insurance hurts everybody (my premium is \$600 a year). It's not the car you worry about when you dent some guy's wing, but his claim for pain and suffering, emotional damage, loss of earnings, memory blackouts and any other ridiculous unprovable thing he can think of. Even the Mad Hatter would shake his head.

Living dangerously down on the farm

A successful campaign is being fought to save farm animals from extinction, writes John Young



Saved: a flock of North Ronaldsay sheep

Monoculture has become a vague word in recent years to describe British farming, implying great unbroken fields of wheat or oilseed rape stretching to a treeless horizon.

Although things are not quite that bad, and mixed farming will probably make a comeback as farmers hedge their bets against an uncertain future, there is no doubt that specialization and intensification have not been in the best interests of the landscape.

The same goes for livestock. The drive for productivity has weaned farmers away from traditional breeds, so that black and white Friesian and Holstein cattle not only dominate dairy herds but also supply much of our beef. More than half the sheep in Britain are Suffolk or Shetland crosses. Traditional pig farms which once provided homes for many species have been replaced by intensive fattening units housing nothing but Large Whites.

At least 20 breeds of farm animal have become extinct this century. They include the Sheeted Somerset (a brown cow), the Dorset Gold Pig (a pig), the Camnock Case sheep and the Cumberland pig, the last as recently as 1963.

Faced with the obvious risk that others would follow, the Rare Breeds Survival Trust was established in 1973 and is about to mark the anniversary with a symposium on Saturday at Edinburgh Zoo.

The trust, supported by a remarkable degree of public sentiment, has assumed responsibility for the propagation of no fewer than 40 endangered

breeds, among them 10 cattle, 17 sheep, seven pigs and two goats. It also keeps a "watching brief" on three breeds of heavy horses - Suffolk, Clydesdale and Cleveland - although each of these now has its own society and none is at immediate risk.

Since the trust was founded, not a single breed has been lost, and several have recovered to the point where they are no longer on the danger list. Soay sheep, for example, native to the Orkneys, have been successfully transplanted to the other end of Britain where they graze reclaimed clay spoil heaps in Cornwall.

The North Ronaldsay sheep, which can survive on a diet consisting largely of seaweed, had by the early 1960s become confined to one short stretch of Orkney shoreline. Concentration in one habitat constituted a real risk to their survival; disease or even an oil slick could have wiped them out.

In 1974 the trust purchased the small island of Linga Halm and stocked it with some of the sheep from North Ronaldsay. At the last count there were 175 ewes and 25 rams on the island.

Many so-called primitive breeds of sheep and cattle are now native to wilder parts of Britain and, in adapting to a harsh climate, have acquired a hardiness which will come to be appreciated more and more by commercial breeders.

An example is the Shetland

cow, thought to be of Scandinavian origin. It is a hardy animal and was once commonly kept by crofters, for whom it provided milk and meat. By 1979 only two herds remained, both of which were dispersed. With financial help from the Shetland Islands Council, all the remaining cows and a bull were

monoculture has become a vague word in recent years to describe British farming, implying great unbroken fields of wheat or oilseed rape stretching to a treeless horizon.

Although things are not quite that bad, and mixed farming will probably make a comeback as farmers hedge their bets against an uncertain future, there is no doubt that specialization and intensification have not been in the best interests of the landscape.

The same goes for livestock. The drive for productivity has weaned farmers away from traditional breeds, so that black and white Friesian and Holstein cattle not only dominate dairy herds but also supply much of our beef. More than half the sheep in Britain are Suffolk or Shetland crosses. Traditional pig farms which once provided homes for many species have been replaced by intensive fattening units housing nothing but Large Whites.

At least 20 breeds of farm animal have become extinct this century. They include the Sheeted Somerset (a brown cow), the Dorset Gold Pig (a pig), the Camnock Case sheep and the Cumberland pig, the last as recently as 1963.

Faced with the obvious risk that others would follow, the Rare Breeds Survival Trust was established in 1973 and is about to mark the anniversary with a symposium on Saturday at Edinburgh Zoo.

The trust, supported by a remarkable degree of public sentiment, has assumed responsibility for the propagation of no fewer than 40 endangered

purchased and transported to the mainland.

Today there are 30 cows and three bulls in Shetland, and the Department of Agriculture maintains a herd near Inverness. Two years ago five pregnant cows and a bull were sent to the Falklands, where it is hoped their ability to survive on low quality pasture will prove an asset to the islands' agriculture.

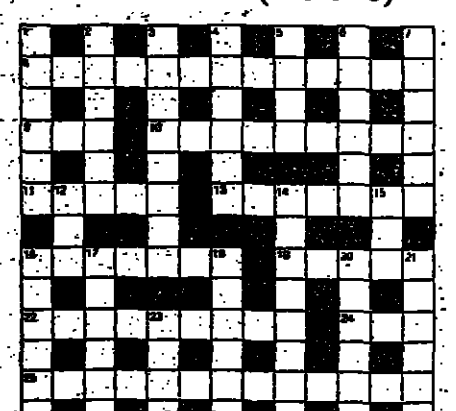
The appeal of these often beautiful and enduring beasts is shown by the fact that more than 10,000 people attend the trust's annual show and sale held in early September at the National Agriculture Centre, Stoneleigh, Warwickshire.

If farmers get the message, we may one day see not only a more varied landscape but one in which many of today's rare breeds are increasingly commonplace.

CONCISE CROSSWORD (No 818)

ACROSS
1 Questioning (13)
2 Tilt (3)
3 Bargain (9)
4 Blend (5)
5 Eternal (7)
6 Merit (7)
7 Rascal (5)
8 Small dish (9)
9 Seaman (3)
10 Wall base border (8,5)

DOWN
1 Dupe (6)
2 Unconsciousness (6)
3 Splendour (8)
4 Bar-shaped button (6)
5 Stratched (4)
6 Angry speech (6)
7 Female Judaea (6)
8 Before (3)
9 Depict (8)
10 Total (3)



16 Remove from office 20 Real (6)
17 Squid (6)
18 Locomotive (6)
21 Ceremonial march (6)
23 Jot (4)

SOLUTION TO No 817
ACROSS: 1 Rustic 4 Bazaar 7 Flare 8 Besotted 9 Deftness 13 Bap 16 Campanologist 17 Sign 19 Schedule 24 Virtuosi 25 Jape 26 Storey 27 Editor
DOWN: 1 Rifle 2 Statesman 3 Cabin 4 Baise 5 Rite 6 Arma 10 Teatime 11 Epoch 12 Scold 13 Brilliant 14 Pate 15 Acts 18 Idiot 20 Crony 21 Exile 22 Scit 23 Weir

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BOOKS

Travels round a couch

The first story in Dr Sacks' book, the history of the man whose brain disease propelled him to reach out for his wife to try to put her on his head, reminded me suddenly, vividly and crazily, of something I had not thought about for years. This was a visit, in my days of fashion journalism, to a body called the Flat Marketing Board, whose job it was to encourage widespread headwear and whose motto was the sly but surely really rather sinister "If You Want to Get Ahead Get a Hat".

Such is the effect of Dr Sacks' strange and lively collection of case histories of his patients. Oliver Sacks is a Professor of Neurology, an Englishman now working in New York, and his patients suffer a vast range of aberrations, neurological conditions. These are tales of a traveller returning from the wilds. *Awakenings*, which Dr Sacks likes to describe them, providing a *divertissement*, an entertainment, which elicits a new narrative sequence from the listener, all those tales long to tell of past experience: our own hallucinations, our disorders, our mad grandmothers.

That earlier book of Dr Sacks' *Awakenings*, which recounted the life histories of patients who suffered from a peculiar nervous illness, *encephalitis lethargica*, in fact became the basis for Harold Pinter's play *A Kind of Alaska*. This new book, which is just as amusing and amazing, is similarly beneficial.

Dr Sacks is interested in the lives of his patients, in the point of intersection between fact and fable. These are true stories, but in that tradition of richly human clinical tales which had its heyday in the late nineteenth century, there is a substructure of myth, a sense of archetype, a kind of re-creation of the old dramatic pattern in which patients have always told their

histories to the healer. This is a doctor who is very keen on plot. Dr Sacks' patients, however, are not medical men, but they are patients. He gets impatient with them, wants to push things a stage further. Take the man with the hat. Or rather the man with the wife, the patient described as Dr P., the distinguished one-time professional musician, who still has perfect ear and voice but no cognition of any human faces. Irony and terror. Dr Sacks attacks this scene as dramatic as much as doctor. It is a human mystery: how can he, on the one hand, mistake his wife for a hat and on the other, function, as he apparently still does, as a teacher at the Music School? How exactly does he manage? What goes on inside him? What is Dr P.'s life like in the jolly apartment in New York furnished in the style of an old-fashioned Berlin?

Dr P. is at a loss. He has to put it clinically, visualising. The first part of this book is all about the lacking: people who lost their speech, the powers of language and memory, vision and dexterity. This sometimes comes to mean their whole identity. The cruelly euphonious trade names for these conditions - Aphasia, Aphemia, Aphasia, Alexia, Apraxia, Amnesia, Ataxia - abound, as do odd conversations, dialogues of meaningfulness, like that held with the man who thought his leg was someone else's. "You say it's my leg, Doc?" The patient was punching it and trying to tear it off his body. "Wouldn't you say that a man should know his own leg?" "Absolutely," answers Dr Sacks.

The doctor is a man of extremes. As he admits, he is both a naturalist and a physician: both theorist and participant and, to some extent, a stage of events. He is equally attracted to the scientific and romantic and perceives, and

Fiona MacCarthy reviews the wild adventures of a shrink between other men's ears

THE MAN WHO MISTOOK HIS WIFE FOR A HAT
By Oliver Sacks
Duckworth, £9.95



indeed delights in, the elements of both in the human condition, not least in what he calls the "quintessential human condition" of sickness. (Animals get diseases, only men, as he points out, falls radically into sickness.) In some respects, the doctor enjoys sickness very much, and in this book, with characteristic volte-face, he shoots the reader on from the patients with a loss to people whose neuroses consist in wild

excesses. Such as Witty Tacey Ray, who has a thing called Tourette's syndrome, full of witty witicisms and witty ticisms, a manically frivolous character whose multiple fits of extreme violence coming in volleys every few seconds make him a brilliant if erratic jazz musician, renowned for his beating of the drum.

Some very odd things happen. Mrs O.M., who is Irish, is standing in her kitchen grating

parsnips when "Easter Parade" starts ringing in her ears. The tune goes on playing for a year more to haunt her, like some crazy neighbour always choosing the same record. Mrs O.C. (Irish, I fear, again) gets non-stop Celtic dances, drowning out all conversation. Stephen D., medical student, dreams he is a dog, in a world unimaginably meaningful in smells. Such conditions are loosely termed as "transports". Dr

Sacks is mad on transports. In transports he sees endless fascinating possibilities. Do not forget, for instance, the vision of Hildegard, the ecstatic description by the twelfth-century nun and mystic of multitudes of falling stars, has a more literal and medical interpretation as a shower of phosphores in transit across the visual field, their passage being succeeded by a negative scotoma.

Dr Sacks is temperamentally attuned to the preposterous. En route to see a patient, Dr P. (the man who thinks wives are hats), he has with typical extravagance stopped off at a florist to buy a large red rose for his button-hole. Dr P. is just as bad at recognizing roses as recognizing wives, and when challenged he describes it as "a convoluted red form with a linear green attachment".

Heavens! The Professor of Neurology is worried, he is enchanted. He regards an aberration which surpasses the routinely professional. In a sense he is a connoisseur of aberrations, pursuing them with that sophisticated zeal which other people lavish on fine vintages, fine bindings, and describing them luxuriantly in man-of-marvels language.

Who is this book for? Who is it not for? It is for everybody who has felt from time to time that certain twinge of self-identity and sensed how easily, at any moment, one might lose it. This doctor is a figure of obscure reassurance whose gentle antics in the face of all these perils are as much a source of wonder to his patients as his readers. Is he an Archimandrite Priest? asks one of them, the former research chemist with a cerebral tumour which has brought on joking sickness, the condition known as *Witzelsucht*. He is a benign blur in his white coat with his stethoscope. Could he perhaps be Hyacinth, an old neighbour koshier butcher? Or (the doctor being bearded) is he Freud?

Books for Christmas

Royals in pictures and print

Hugo Vickers

We live in a curious world in which photographers become Members of the Royal Family, and Members of the Royal Family become photographers. Prince Andrew's work has already appeared on an Ilford calendar and on his parents' 1984 Christmas card. It would be invidious to compare his first book *Photographs* (Hamish Hamilton, £12.95) with Antony Armstrong-Jones's highly entertaining early venture *London - fairer*, perhaps, to say that it holds the attention longer than his father's *Birds from Britain*, but falls short of the style and professionalism of his cousin who signs himself Richard Gloucester, and certainly lacks the latter's sense of humour when positioning swords.

Other illustrated books include Rosalind Thwaiter's *Marcus Adams Photographer Royal* (Aurum Press, £17.95). Adams had a lifetime of photographing children, exquisite and otherwise, before taking his famous studies of the Queen as child and mother. Patrick Kingston proves himself an expert on those obsessive subjects royalty and trains (this time combined) in his book *Royal Trains* (David & Charles, £15).

Queen Victoria's Life in the Scottish Highlands depicted by her watercolour artist (Philip Wilson, £19.95) is the compilation of Delia Millar, whose husband is *Surveyor of the Queen's Pictures*. Most of the exclusive pictures come from the Royal Collection and capture the Old Queen's delight in being what Chart Dickens described as "simply a lady living with her husband and children in a Highland Chateau".

Another finely illustrated volume is *The Royal Jewels* by Suzy Menkes (Griffin, £14.95). It is a considerable relief for a Times reviewer to be able to say with sincerity that he has thoroughly enjoyed a book written by the *Times* fashion editor. Suzy Menkes has been extremely thorough in the identification and provenance of the royal jewels. As one would expect when valuable jewels are passing from one neck to another, there are some amusing stories. She also performs a great service by at last telling the true story of the Duchess of Windsor and Queen Alexandra's emeralds.

Christopher Warwick, a stickler for accuracy, has gained considerable assurance since being freed from the yoke of writing an authorized royal biography. He has turned to King George VI & Queen Elizabeth (Sidgwick & Jackson, £10.95), now well into its second printing. He reminds us that the Queen Mother is as English as she is Scottish, and reveals that she drew comfort

from private sittings with a medium following the King's death. Amongst numerous such revelations, the author tells us that Christmas is not her favourite season: "One is thankful when it is over", she once wrote.

Hugh Montgomery-Massingberd presents *Her Majesty the Queen* (Collins Willow, £12.95) as a celebration of the Sovereign's forthcoming 60th birthday. As in life, so on paper, Massingberd requires our closest attention because he drops his gems surreptitiously, at times wickedly, into his text.

He is a brave man who attempts to review Royal Feud by Michael Thornton (Michael Joseph, £12.95). The Establishment reviewers hate it and level many accusations against it. Whether or not the book should have been written, it has strong browsing compulsion. Using every source he can find, the author has charted the divergent paths of the Queen Mother and the Duchess of Windsor from ancestors in the state of Virginia to their very different twilight years.

Alan Palmer's *Crowned Cousins* (Wendlandt & Nicholson, £12.95), tells the story of the Anglo-German cousins from 1613 to the present day. He points out that the Prince of Wales has 16 German born cousins today, and that even Hitler and the Nazi hierarchy attached importance to dynastic diplomacy when encouraging a union between Princess Frederika of Hanover and Edward VIII.

As light relief from the exacting task of his mastery George V. Kenneth Rose has produced *Kings, Queens & Courtiers* (Wendlandt & Nicholson, £12.95), a handsome volume in which he investigates the various figures that have surrounded the court this century, including chefs and dogs. The author states that it is a self-indulgent book.

It has become fashionable to explore the phenomenal impact of the Princess of Wales on the nation. The latest such exercise is performed by Suzanne Lowry in *The Princess in the Mirror* (Chatto & Windus, £9.95), who has written "a biography of her image". The Princess is presented as an icon, a national dream found by the press, and in time claimed by the Prince.

Gentle charms of a spinsterly teacher

FICTION

Elaine Feinstein
THE DISCUS THROWERS
By Tom Wakefield
GMP Publishers, £9.95
THE DAY THEY CAME TO ARREST THE BOOK
By Nat Hentoff
Angus & Robertson, £6.95
KARIN
By Margareta Bergman
Duckworth, £9.95



Unsentimental Tom Wakefield

A bleak and wintry week it is that brings this unlikely threesome together, yet in their very different ways they give a lift to my flagging spirit. And perhaps I was most grateful for the wit and eccentric good fellowship I found in Tom Wakefield, an author of whose other work I know nothing. He has in common with Barbara Pym, (an excellent lady he is in no other way resembles) the charm of taking an altogether unpromising character as a central figure and leading us into her inner world with mounting affection.

The Discus Throwers centres on Betty, an ageing, spinsterly teacher, forcibly retired, used to the humiliating jabs of a Headmistress, who is unashamedly enjoying the picture of lonely, bed-ridden penury to which she imagines Betty will now be condemned. It is with great delight the reader rapidly discovers just how far out the picture is. For since her friend Miss Trask, whom Betty had been caring for, died a few weeks earlier, Betty's life has been transformed.

She lives now in a West London flat above a laundrette, in a kind of up-market commune. There Kenneth, Miss Trask's transvestite brother, asks little more than permission to wear fishnet tights (and occasionally Betty's own blue pom-pom slippers) to become a devoted slave.

honestly, making tea, and generally cosseting Betty in a way of which she has no previous experience. Her innocence (together with a deep prejudice that happiness should be encouraged) makes her equally gentle with her other lodger's persistent homosexual affairs and more or less permanent heartbreak. Far from being displaced from her only rôle, Betty has found one so congenial that it comes as no surprise to find Kenneth offer-

ing marriage in his wish to maintain the situation.

In a very important sense it is the situation, rather than Betty, that has changed; it was the bullying and sarcasm, meted out to scholarship girls at a snooty school during the war, which originally led her to teaching. And she has devoted her life to defending those who could not conform from the vengeance of those who wished to make them. The novel was flawed, I felt, by the author's refusal to allow a happy ending: but Mr Wakefield is an unsentimental man who knows that men dressed up in women's clothes may get more than they bargain for from visiting electricians, and that the good are not free from the diseases of the flesh.

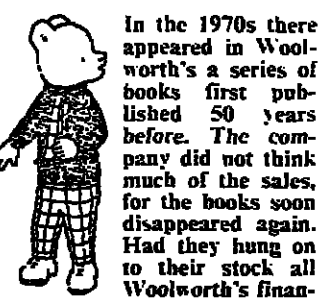
What Nat Hentoff knows about are the absurdities and tyrannies of contemporary American society; and since I was living in the very Far West when serious litigation was commenced to prevent the teaching of *Huckleberry Finn* in school, I found it easy enough to accept most of the villainous characters, and a good deal of the polemic, which closely resembled a similar debate that

went out from Public Service News at that time. I do not believe there is any mechanism whereby any such game could yet be played in England. What disturbed me a little was the poverty of the initial case, and the corresponding ease with which the champions of freedom triumphed. I could see no true parallel with books denying the Holocaust had ever taken place: not yet with the dangers of *Our Mutual Friend* (Why not *Oliver Twist*?) or *The Merchant of Venice*? But argument aside, the book was alive with the sense of what schoolchildren in the United States are now like, and particularly the way they talk. Before reading this, I was familiar with Hentoff only as a writer about jazz; and perhaps it is unsurprising that the most memorable exchanges in the book are those between black children of schoolgoing age, and those of a preceding generation.

Even if we were not reminded of her brother Ingmar in the text of Margareta Bergman's novel itself, we should not miss the family resemblance in themes: the jealousy between mother and children, the suspicions of sexual perversity, and the endlessness of the blurb (directed not only to *Autumn Sonata* but also to *Autumn Sonata*). With such a context, it is remarkable that the prose of the book does not simply dissolve into images. And yet it does not. So much of the nagging accusation takes the form of a voice, even the dead, anorexic daughter, for whose death there seems to be no acquittal, manifests herself unseen to the sense of feeling (a cold, wet hand) and a voice forever heard in Karin's night-mendings. The conversation is alive with flashpoints, in the way dialogue is rarely allowed to break open in a film. Like all novels of guilt and pain, the key to our reading is whether we can believe in the strength of the writer's own will to survival. It is a long, hard book, but that much at least is never in doubt.

A great investment in a bear market

Byron Rogers



In the 1970s there appeared in Woolworth's a series of books first published 50 years before. The company did not think much of the sales, for the books soon disappeared again. They hung on to their stock all

financial problems would have been solved: THE BOOKS SINCE THEN HAVE APPRECIATED AT THE RATE OF 100 PER CENT A YEAR. But then everything about Rupert is odd. When Morris sent Russell's copy of *Sigurd* the Volungur the latter remarked that he found it difficult to take much interest in a man whose father was a dragon. So what chance had a creature whose father was a polar bear, half a ton of carnivore in plus fours settled in an easy chair?

Who lived in pre-agricultural Home Counties Nurwood, where there were no hedges (or farmers), but where it was always the 1920s, with its rickety cars and steam trains. Where Mrs Bear's ears had to appear out of every hat, and where Edward Trunk, elephant, had to play cricket with a bat glued to his foot.

Rupert should never have succeeded, especially in the light of his ignominious beginnings: he was just part of another newspaper sales drive. In the 1920s Beaverbrook executives were trying to find a cartoon strip to rival the Mail's *Teddy Tail*, when the night news editor mentioned his wife, an illustrator of children's books. So they stumbled on one of the unacknowledged geniuses of the 20th-century. Mary Tourtel.

I take great exception to George Perry's assertion that her successor, Alfred Bestall, "lifted Rupert into the realms of

A BEAR'S LIFE
By George Perry
with Alfred Bestall
Penguin/Michael Joseph, £9.95
RUPERT
The 50th Daily Express Annual
Express, £2.75
RUPERT
The 1936 Facsimile Edition
Express, £4.95

great children's literature." Bestall was a wonderful artist, but his Rupert always seemed to have been written by a committee: there was a cohesiveness and predictability about the adventures, which is why the Express can still annually plunder its archives.

But Mary Tourtel created pure romance. Once past a certain point in the wild wood anything could happen: doors opened in trees, and stairs stretched into darkness. There were ogres in 15th-century dress and ravens in Tudor furs. There was danger and an immaculate draughtsmanship: when a knight appears he rides on a wooden saddle. Mary Tourtel is the one reason why I am now quietly ruining myself buying back old Ruperts.

It is quite impossible for me to review *A Bear's Life*. There is nothing I have ever read which I have disagreed with more. But the pictures were nice. There was Bestall's carol-singing cover for the 1949 annual, and I remembered a kitchen long ago when everything was so safe. The book would cost £18 now. Because of that one illustration. Merry Xmas, Mr Perry.

Bang the drum

Martyn Goff

SIXTY PRECARIOUS YEARS
A Short History of the National Book League 1925-1985
By Ian Norrie
National Book League, £10

Many bookshops do 20-25 per cent of their annual turnover in December. To make the same point in a different way, for many people, givers and receivers alike, books only happen at Christmas time. For the National Book League books, and their use by as many people as possible, is a year-round concern.

In October 1921 in Hugh Walpole's house near Regent's Park the Society for Bookmen was founded. Among the 26 people present were Harold Macmillan, John Galsworthy, Grant Richards, and Stanley Unwin. From this Society four years later rose the National Book Council, which name remained until 1945 when it became the National Book League.

Jack Morpurgo, its third director, made it a force in international book affairs, while Sir Robert Lusty, chairman at the time, made sure that it played a prominent part in the 1951 Festival of Britain.

In the last 15 years the NBL has turned itself outward to the wider world, symbolizing this by mounting the effervescent *Bedford Square Book Bang* in 1971: helping to form the School Bookshop Association and make possible the influential Bradford Book Flood experiment; and, only this autumn, sending a train full of famous children's authors and illustrators across Britain for eight days as the crowning item in Children's Book Week.

Diamond Jubilee history of the NBL, *60 Precarious Years*. In the late Forties and early Fifties Queen Mary and her granddaughters were frequent visitors to the NBL, and in the late Sixties Prince Philip became its President for nine years. The organization hopes that its next 60 years will perhaps be celebrated with the epithet Glorious rather than Precarious!

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THE TIMES DIARY

Knight still jousting

Ted Knight, narrowly re-elected to stand for Ferndale Ward in Lambeth only after three women councillors dropped out, may not yet be out of trouble. According to a leaked report, the ward Labour Party was due to meet last night to investigate whether there were "any serious irregularities during the process". If there were, "these must be referred to the appropriate body in the Labour Party". Among other things, the report points out that after two candidates dropped out on the day of the selection meeting, three reserve list candidates other than Knight were unable to attend, that two unnamed candidates managed to obtain copies of the ward membership lists and "it is believed subsequently used them", and that Knight "defamed" his local party on television one day after a meeting had outlasted public statements to the media.

Palace jester

Princess Michael of Kent, clearly an avid *News of the World* reader, has approached the paper on other occasions than the one described here yesterday. She also instructed



'And that was our guest of honour, Princess Michael'

her private secretary at Kensington Palace to buy this cartoon, celebrating her much-publicized rudeness. It depicts the moment when she - as guest of honour - walked out on a lunch to celebrate *Emmerdale Farm's* thousandth episode, held last month. Before leaving, the Princess reportedly told the astonished cast and other VIP diners "I've never seen or even heard of this show," and "We have spent six hours in the train to spend two hours here." Again, the *News of the World* gave her the original cartoon free of charge.

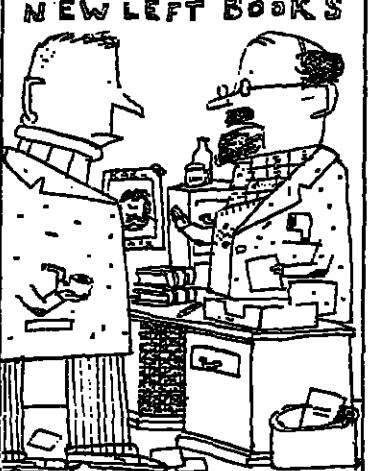
City school

Following suggestions in another newspaper that this year's Treasury Christmas card should feature the painting "Fleeing from Sedgemoor", Treasury officials are pointing out they have in fact picked a section from Ambrogio Lorenzetti's "Good Government in the City". Chosen by Lawson himself, it is apparently less a statement of complacency, more a pledge for the future.

Family shocker

Tom King's gaffe on Tuesday about the prospects of a united Ireland can perhaps be put down to a nasty shock he received minutes before. King was speaking in Brussels and had just been introduced to the president of the British Chamber of Commerce for Belgium and Luxembourg, one Clive Stanbrook. "No relation to Ivor?" asked King, thinking of the notorious Tory critic of the Hillsborough deal, Ivor Stanbrook. "Well, actually, yes," said the president, "son."

NEW LEFT BOOKS



'How about a collection of Prince Charles's speeches with an introduction by the Archbishop of Canterbury?'

Cleeseless SDP

Much excitement yesterday: following John Cleese's party political broadcast for the SDP, was David Owen about to expel the Python-star from the party? Cleese's office said he was a member of both the Liberals and the SDP - a cardinal sin in the SDP rulebook. Then Cleese rang himself "Much to my surprise, I'm officially down only as a supporter of both parties - and a member of neither. Entirely thanks to my own incompetence, I have no party to be expelled from." It is probably just as well: he added that the 10-minute broadcast took him all of 14 hours to record. "I arrived at the studios at Shepperton at 9 and we couldn't get the bloody cameras to work until 4.30 in the afternoon."

PHS

Pay: let the bosses decide

by John Hoskyns

At the recent conference of the Confederation of British Industry, Sir Terence Beckett proposed that private-sector business should make pay awards on the basis of "now for now". That proposal rightly challenged the well-established assumption that real pay levels should increase automatically every year, regardless of profits, regardless of growth and regardless of the business cycle.

It is natural that the Chancellor should be concerned about excessive pay increases. But the argument is in fact only about symptoms, not about causes. And the terms of that argument actually add to the prevailing confusion and reinforce the false assumptions which are the fruits of postwar policy.

First, what is the purpose of economic activity? I read in a recent newspaper that "if pay rises faster than prices, then everyone knows the country becomes less competitive". But that is not so. Pay rising faster than prices can perfectly well be a simple description of a very desirable process - increasing living standards. It is what has in fact happened in West Germany and France and Japan and the new industrializing countries over the 20 years.

The exhortation to hold back pay increases assumes that nothing else in the total cost structure can change, or needs to change. You might just as well give a generalized exhortation to be more competitive - or even to be more successful. It is also a difficult exhortation to reconcile with the enormous increase in performance bonuses for top executives in big companies, a trend which may get out of hand unless non-executive directors ensure that what can go up in good times comes down in bad.

Concentrating on pay oversimplifies the problem. Pay is only one factor in total costs. Its importance varies enormously from industry to industry and from company to company.

There is no harm in the Chancellor or business leaders making a rather obvious observation that, other things being equal, higher pay increases will be more damaging to lower increases. But exhortation to businessmen to act in a particular way is rather different.

Are we saying that businessmen do not understand about labour costs already? Are they suddenly going to draw back from folly as they hear the voice of Mr Lawson on the *World at One*? What should the managing director actually do, in response? The pay increase he was about to agree will not be the result of a frivolous decision, a toss of the coin. It will be the result of a complex, intuitive weighing up of many factors - business demand, the competitive costs of being short of capacity, the cash and profit penalty of having excess capacity, availability of special skills, other competitive threats, targets for market share, the state of labour relations in the firm, possible hopes of negotiating or buying out bad working practices.

Quite clever people - sometimes almost as clever as cabinet ministers - will be totally absorbed in wrestling with these and other imperatives. If a managing director tries to do what the Chancellor tells him, and it goes wrong, can he claim compensation? Or should he and his employees, customers and shareholders simply

take comfort in the thought that they have collectively served some higher purpose from which, it turns out, only the firm's competitors, at home and abroad, will have benefited?

When governments exhort in this way, they are asking businessmen to treat pay as a unique variable, to assume a homogeneous world in which every firm is Mr Average; to behave accordingly; and to hope that everyone else does likewise. The Chancellor rightly rejects requests to act unilaterally on interest and exchange rates, regardless of what is happening in the wider world, but then asks businessmen to do precisely that - at their own risk. Can you imagine a businessman so stupid as to let someone he's never met, who knows nothing about his company, do his thinking for him on such a crucial issue?

Now I have often heard people answer to this, "But surely, exhortation is better than nothing." It isn't. Such exhortation does great harm, by focusing our attention on symptoms instead of causes. It thus continues to institutionalize the woolly thinking which has over the years come close to destroying our economy. And it reveals that government ministers - and many business leaders - do not really understand how a market economy works.

We are now in danger of slipping, without realizing it, into a collective unofficial pay policy, promoted as the only route to fuller employment. The question we have to ask ourselves is why labour costs are static or even falling in other developed and newly industrializing economies. I do not think it is because their governments have

exhorted more successfully than ours. Provided that there is enough variety and competition in the market place, provided monopoly power, whether of capital or labour, is prevented, or where unavoidable, regulated, we should stop worrying about the pay decisions of individual companies.

Clausewitz said that strategy was simple - but not easy. I believe the shape of future economic policy is really quite simple, too. The key is for a thousand brains in London to relinquish as much decision-making power and related information as possible to some 40 million adult brains out there where our economic future must in the end be decided.

There must be the minimum of government influence by fiscal discrimination: the greatest possible freedom in all contracts in every economic relationship - between company and employee, between individuals, and between the citizen and the state; about when to retire, when to draw a pension, how to save, how to insure against misfortune, how much to spend on health care, and what standard to demand about the balance that best suits both sides between pay, conditions and job security; about where to live and on what terms.

All this would merely reflect in government the management style and practice of the most progressive successful businesses. Essentially, it is employing people's brains as well as their physical energy; treating people as grown-ups, which is the only way to stop them behaving like children.

Sir John Hoskyns is director-general of the Institute of Directors. This is extracted from a speech delivered yesterday to the London School of Economics industrial policy seminar.

David Butler on the implications of today's by-election

Latest form in the 1987 race

June 1987 - and, perhaps, a general election - is a mere 18 months away. The frugal Margaret Thatcher may again decide that four years is enough to spend of her five-year allowance, and trust again to one of those summer elections which have served the Conservatives so well.

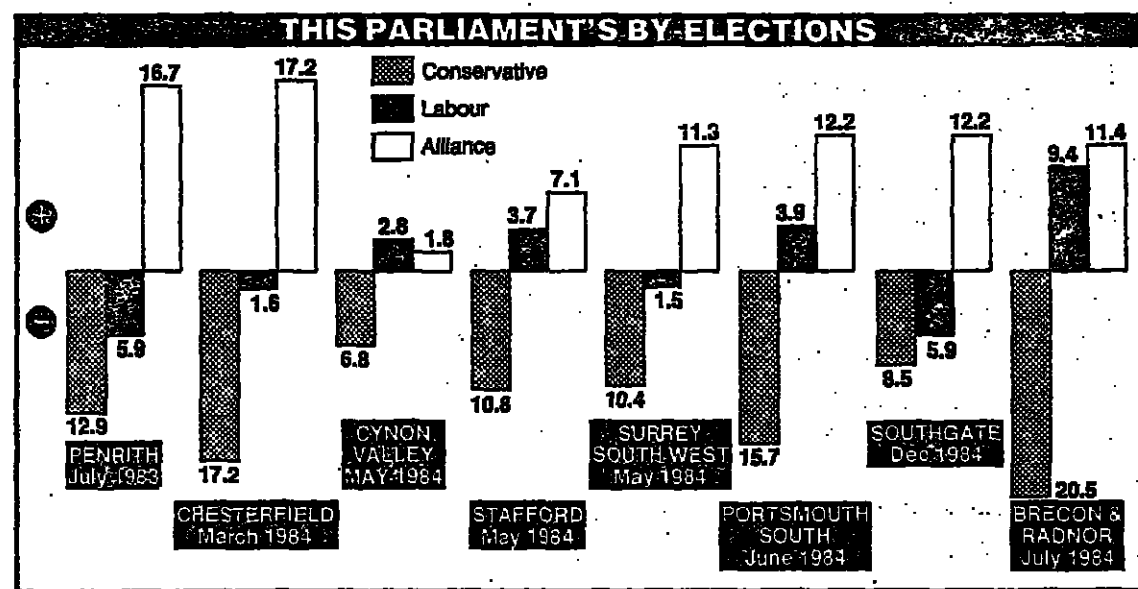
Today the by-election at Tyne Bridge is likely to strike a chill note for her party - another ignominious third place. But Tyne Bridge was never a Tory prospect, and nationally Mrs Thatcher's position is not at the opinion polls, even though every government since 1954 has lagged behind at this stage of its life. Given the unemployment statistics and the strong challenge from Neil Kinnock and from the Alliance, such a position in the opinion polls must be an extraordinary comfort.

Direct evidence from the voters has been more depressing, however. In the eight by-elections of this parliament, the Conservatives have won barely a third of the votes - well below the Alliance. And in local contests they have lost an alarming number of seats.

Moreover, their present opinion poll rating is decidedly short of the level needed to secure a parliamentary majority in the new three-cornered world of British politics. On the assumption of a uniform swing from the 1983 result, and provided the third party does not fall below 25 per cent, there is no scenario which gives any party a clear majority unless it gets at least 37.8 per cent of the vote. For most of the possible election scenarios the leading party, if Conservative or Labour, needs well over 38 per cent if it is to elect 326 of 650 MPs; and the Alliance threshold is 42 per cent.

Of course, the electoral system may produce an unexpected result because of tactical voting or differential swings in marginal seats or particular regions. But a thorough exploration of the statistics suggests that any deviation from past patterns is as likely to hurt the Conservatives as to help them.

In 1983 Tyne Bridge was the 38th safest of Labour seats. It was 77th from the bottom of the Alliance pile. The polls suggest that today, on a low turnout, Labour is going to win with a reduced majority, with the SDP a respectable second. But if the Alliance were to triumph, or significantly to increase its share of the vote, no great conclusions



would be justified about the prospects for 1987.

The volatility of the electorate shows no sign of diminishing. Since August opinion polls have shown the three parties ranked in every possible order. In several of the by-elections since 1983 there have been switches of 10 per cent or more in the final days of the campaign. In such circumstances each party has everything to play for.

There is an irony about this situation. So few of the nightmares of two years ago have been realized. The Alliance has not split over its dual leadership, the allocation of seats between Liberals and Social Democrats, or policy - not even over the vexed issues of nuclear power and nuclear weapons. Despite its limited bridgehead in parliament and, consequently, its limited access to the media, it has kept a high profile in the news.

For a brief post-conference moment in October it headed the opinion polls. In eight parliamentary by-elections it has never failed to come at least second and twice it has jumped from third place to victory. Last month in 33 local by-elections it made seven gains and was left in third place in only four seats. Moreover, in the county elections last May it at last secured a significant share of power. It believes that in the county halls it is showing that coalition government works.

As for Labour, it has triumphed

unexpectedly in union ballots over political funds. It has got most of the way through the reselection of MPs without the anticipated casualties. It has survived the disasters of the miners' strike and the Liverpool confrontations with far fewer scars than most observers forecast. And Neil Kinnock has surprised even his friends by the strength and the appeal of his leadership.

The party may be well short of a winning percentage but it has led the polls for more of the past six months than either of its rivals. There is nothing absurd about Kinnock making plans for what he will do in Downing Street.

However, the Conservatives have nudged ahead in most recent polls. The unemployment figures, the weariness of ministers after six years, the alienation of Conservative councillors and the false starts at the Departments of Health and Social Security and of the Environment have not met with condign punishment from the electorate.

The Conservatives' mid-term slump has been trivial compared to those of 1981 or 1976 or 1972 or 1967.

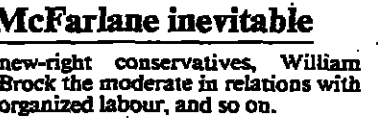
Yet contradicted it must be since it is an essential part of the foundation on which an edifice of folly is built. There are others, for instance, the statement that the proclamation in the New Testament of the Kingdom of God (though not the work of "primarily a social reformer") was of a community "in which the normal priorities of wealth, power, position and respectability would be overturned". Was that, however, really the message for this world (of which Merseyside is a

modest estimate of current probabilities would lie around a 35 per cent chance of a clear Conservative majority, a 20 per cent chance of one for Labour and a 5 per cent chance for the Alliance, leaving 40 per cent for no clear majority - a hung parliament with all its complications.

But these estimates will change sharply as the employment and inflation and trade indices yo-yo up and down and as government and opposition leaders score bull's-eyes and own-goals. One can take the odds on almost any outcome, knowing that at some point in the coming months the bet can be laid off at a profit.

The author is a Fellow of Nuffield College, Oxford.

BY-ELECTION AVERAGES



Loser in the war of Reagan's barons

Michael Binyon considers the conditions which make White House departures such as that of Robert McFarlane inevitable

Washington. The slow, drawn-out departure of Robert McFarlane, the national security adviser, says much about the Reagan White House. Rumour, leaks and innuendo filled the papers for several days. Sources were pitted against sources as the speculation became more general. Names of possible successors were bandied around, as the power brokers savoured and rejected them.

Officials stunned with clichéd no-comment formulas while winking and nodding at the baying press. And the final confirmation came, typically, when President Ronald Reagan blurted out the news in response to the shouts of reporters as he was boarding his helicopter.

Washington has always been a city of feuding barons - the American political process makes it inevitable. Cabinet officers, assistant secretaries, White House staff, security advisers and a myriad of administration functionaries all serve at the whim of one man, the President - the only one of them elected to office. Even the secretaries of state and defence, men with budgets and policies that affect the world, have no political base other than their loyalty. There is no freedom to mount an independent cabinet challenge, no appeal to an electorate or to parliament. To fall foul of the president is to forfeit his trust and one's job.

In Reagan's Washington all this is exaggerated by the president's patent desire not to get involved in messy

personnel politics. Reagan has neither the interest in intellectual argument nor temperament for disagreement with his appointees. He has selected Donald Regan as his chief of staff and expects in return harmony, loyalty and teamwork.

It has not worked. Regan by nature is abrasive and inflexible, a man who mastered the street fights of big business and is used to having his commands obeyed. The conciliatory and cajoling, subterfuges and flattery necessary in politics are alien to him.

Although loyalty to the president may be the outward badge, the administration team is riven with disagreement - on ideology, foreign policy, tactics, the role of government, and what indeed best serves or supports the president. One has only to look at the chaotic cacophony leading up to the summit.

But since in such an atmosphere open disagreement with the White House line is impossible, intrigue takes on byzantine dimensions. Policies become synonymous with personalities. Caspar Weinberger and Richard Perle represent the arms control hardliners, George Shultz the alliance-oriented pragmatists, Edwin Meese the campaigning

new-right conservatives, William Brock the moderate in relations with organized labour, and so on.

To push their policies, each must gain the ear of the President. Only access guarantees the stamp of orthodoxy. With this, loyalty then becomes the subtle to cut down opponents. Only Regan can open that door to the Oval Office: a janitor's job that gave such power to men like Sherman Adams and John Haldeman in the past.

Interpreting the White House is rather like Kremlinology. One must look for arcane hints behind the facade of monolithic unity, concealed alliances, the so-called "real agendas". Does Richard Perle really believe in the Strategic Defence Initiative, or is he using it to block arms control agreements? Are Ed Meese's allies against affirmative action only to forestall acceptance of racial quotas or does he really want to dismantle the entire edifice?

The Washington press corps is adept at the game, swift to divine policies behind the statements, power behind the personalities. Ironically, the interpretation in itself becomes the reality, as officials use the press to prosecute their campaigns, doing down their rivals in breakfast headlines.

"Bud" McFarlane was, until recently, a skilled player in the game - a man who ensured he was seen neither riding high and courting a charge of hubris nor out of the picture and deemed out of favour. He projected himself as a cautious and fair ringmaster in the publicized bouts between the Pentagon and the State Department.

But for all his low-key, low-profile "team-player" approach he too was developing a taste for a more visible role than an enforcer. He too found that leaks can be embarrassingly traced, liaisons damagingly rumoured abroad. And he too clashed with Donald Regan. The door to the president's Office, through which he had come and gone with ease, was slammed shut.

Does the policy necessarily change with the player? Donald Regan will insist that the new national security adviser remain subordinate to the White House chief of staff, and the new man will find personal influence hard to exercise at first. To survive the feuding - which has now broken out with renewed intensity as anti-Reagan alliances are formed by the disaffected - will demand a tough, cool approach, much like the one McFarlane himself adopted on taking office. And from Henry Kissinger's tenure onwards, in the post of national security adviser, an understanding of intrigue and plotting has appeared to be another inescapable necessity.

Ronald Butt

No faith in this cure for poverty

The most moving feature of the report of the Archbishop of Canterbury's commission on poverty in the inner cities is its impressive and unshaken faith in the remedies it advocates. It is, however, a faith without logical connection with the faith which the commission's members have as Christians. The faith inspiring this report is in the power of a particular sort of political-economic action to work the miracle cure for the poverty which, as Christians, they rightly deplore.

Not for a moment do they doubt the cause of urban poverty or the efficacy of their remedy. The cause is inequality, and the report distinguishes two classes in the nation, one of which is poor because the other is better off. The cure is primarily the spending of more money on causes to which money is already directed in the belief that this will solve the problem. No other solutions are considered.

Inevitably comment on the report *Faith in the City* has so far been directed largely at its political and economic analysis. But the report also discusses theology in the attempt to establish a connection. Quite properly, it starts with the teaching in the New Testament of the need for compassion for the needy, and to remember the poor. In Britain we have an "acute form of relative poverty" to which the Christian has a clear duty to respond. But by what means?

At this point, the report comments, we enter "an inescapable theological debate." Is the Christian duty to "remember the poor" to be confined to personal charity, service and evangelism towards individuals? Or can it "legitimately take the form of social and political action aimed at altering the circumstances which appear to cause poverty and distress?"

"We shall argue," the commission goes on, "that these are false alternatives. A Christian is committed to a form of action which embraces both."

These are, indeed, false alternatives. They are so obviously false that I never before heard them expressed by any Christian who disagreed with the particular kind of economic and social approach advocated by the commission. Obviously there must be state action to ensure the basic welfare of the poor and least fortunate. The argument is purely about how best to help the poor without doing more harm than good to society as a whole, including the ultimate interest of the poor themselves.

No advocate of the market economy and anti-inflation economics that I have encountered has ever argued that help to the poor must all be either private and individual or public, or has denied the duty of the state in such matters. Only people blinded by their (economic) faith could make a statement so obtuse and silly as to seem not worth contradicting.

Yet contradicted it must be since it is an essential part of the foundation on which an edifice of folly is built. There are others, for instance, the statement that the proclamation in the New Testament of the Kingdom of God (though not the work of "primarily a social reformer") was of a community "in which the normal priorities of wealth, power, position and respectability would be overturned". Was that, however, really the message for this world (of which Merseyside is a

part) or did it refer to a dispensation for a wholly new one?

The commission is chiefly concerned with distribution and spending rather than with the creation of what is spent. It is obsessed with the notion that if all things could tend towards equality of possession, all would be well.

There is also the commission's "Christian message" at the moral and spiritual effects of the consumer economy which stimulates covetousness and alienates those too poor to buy for themselves. What would they have thought of that great late medieval "invention" of the use of glass for the house windows of the well-off when the poor could not yet afford it? Do they see no merit in the stimulus that is thus given for change which eventually benefits all?

Of course, the Christian must feel and act for the poor; the question is only how. The solution advocated in *Faith in the City* is now so axiomatic in the vocal parts of the church that it hardly needs a careful answer. A small beginning has been made in four pamphlets just published by the Social Affairs Unit under the collective title *Taking Thought for the Poor*. Three have already appeared; the last is due next week. They are written severally from the Jewish, Protestant, Catholic and non-religious positions.

Rabbi Jonathan Sacks writes both of the Old Testament obligations to care for the poor and of the rabbinical requirement that nobody must impoverish himself to relieve poverty since this destroys wealth and is ultimately detrimental to the poor. "Compassion must not distort judgment." It is a practical commonsense rule for living in this world even if it takes no explicit account of the more transcendent Christian injunction to give all to the poor.

Likewise, Professor Antony Flew, from a rationalist position, distinguishes between concern for poverty as an evil and the implausibility of the theory that enforced equality is a cure. Or Irving Hareham, a Protestant, challenges (with the Bishop of Liverpool as a principal target) the notion that the simple use of biblical texts provides an answer to poverty. They can just as well be used to justify the opposite kind of remedies to those favoured by the bishop.

Most important, he warns us against blaming poverty entirely on social conditions. Certainly a reader of *Faith in the City* would never suppose that past social behaviour, or union attitudes to work, had any part in Britain's poverty plight.

Finally, Professor James Sadovsky, a Jesuit, suggests that the church should not make pronouncements on socio-economic matters, showing childish impatience with the world as it is. In our obligation to the poor we have to work within the reality of economic laws which are not the less laws because the outcome seems sometimes unfair. When economists disagree, he observes, it is not so much about the economic laws as about politics - and what to do when the consequences of one economic law conflict with those of another.

His point is that Christians who would reduce poverty need to frame their solutions within this world, not for some imaginary world. It is good advice for the Archbishop's commission, which offers a brand of politics disguised sometimes as economics, sometimes as theology.

moreover... Miles Kingston

God rest ye, merry Eurogents

Christmas is coming and the EEC is getting excited. Over in Brussels they have had the brilliant idea of turning well-known carols into European-approved Christmas songs, so that all members of this thriving community can join in at singing time. And who better to bring carols up to date than the Common Market's very own poetry computer, e e c ummings?

The man in charge of programming e e c ummings is a German poet called Ludwig MacNitz, who very kindly let me attend the first session of carol-updating. He explained to me that ummings had been fed information on all known rhyme schemes, information on all the EEC regulations to which poetry would now have to conform, and as much about Christmas as they thought it safe for a computer to know.

"So all we have to do now is give ummings a song for him to Europeanize, and the one I have chosen is that rather kleiner ditty about shepherds watching their flocks by night. Here we go."

Moments later the following two verses appeared from the computer.

As shepherds brought their livestock in
To keep them safe at night
The angel of the Lord came down
And he was very bright.

But not as bright as all the lights
Within the sheep compound.
So no-one saw the angel come
And no-one heard a sound.

"Ja, well, this is not very successful yet," admitted Ludwig. "Unfortunately it's now against EEC regulations to make farm labourers supervise sheep in the hours of darkness; and this has somewhat diluted the impact of the song. Let us have another try, with the song about bleak midwinter and so forth. This produced the following result."

In the bleak midwinter
No-one ever fed us
Not the shepherds in the field,
Nor the baby Jesus.
Earth stands hard as iron
But everyone is warm.
Assuming that they have filled in
Their Z240 form.

"Try O little town of Bethlehem," I said. "This too was quickly answered."

O little town of Bethlehem
How still we see thee lie.
For on thy pass, newly built,
The cars pass softly by.
And you can have a pass-by, too,
If you apply to us.
Just stating population, size
And if you need a bus.

"I sometimes think that bureaucracy and poetry do not mix," said Ludwig. "But let us press on."

The next products of e e c ummings' orderly mind were as follows:

The holly and the ivy
When they are both full-grown,
Are highly noxious and toxic
And should be killed with Parosene.
And
"Hark, how all the welkin ring -
Wellington? What on earth is that?
Is it a forbidden apple
Or a fever-bearing goat?
Is it a proscribed potato,
Banned by the Treaty of Rome?
What is the grudge against welkin
When a welkin is at home?
Memo to all member nations:
Wellington should be ostracized
Until we have analyzed them
And they have been categorized."

"Not the sort of stuff you really want to stand round the Christmas tree and sing," I said.

"No," said Ludwig. "Let us give him one more chance. OK, then, ummings make it short and snappy this time!"

And so it was.
We three kings of Orient are
Applying for grain from Brussels
after.
Knowing that they will send us a
drop
To stop Bob Geldof blowing his top.



P.O. Box 7, 200 Gray's Inn Road, London WC1X 8EZ. Telephone: 01-837 1234

MERGER FEVER AGAIN

Takeover bids worth nearly £5 billion have so far been announced or proposed this week. By any standards, that represents a dramatic acceleration of a takeover boom that has been gathering pace for the past two years. It suggests that, for the year as a whole, takeover activity will approach the level of companies' total domestic capital investment. Indeed Mr David Walker, the director of the Bank of England most concerned with the relations between finance and industry, made use of that relationship in a recent speech, in which he questioned the present liberal government policy towards mergers.

If there were concrete evidence that mergers were simply a substitute for investment, that companies were using their resources to take over other corporate empires in preference to expanding themselves, the merger boom would indeed be cause for concern. Beyond anecdote, however, evidence of such a relationship is bound to be hard to establish. The renewed upsurge of mergers is, in any case, a much more complex phenomenon.

Take-over fever is, in the first place, a customary accompaniment to a prolonged rise in share prices on the Stock Exchange. Ambitious managers and financiers take the opportunity to buy assets with their inflated currency. City investors straining to maintain the high rate of capital profits are often anxious to co-operate. Banks competing for big lumps of new lending are only too happy to finance such operations. Bad experiences in lending to developing countries give them extra incentive to back successful financiers in the search for new business. The Bank of England will want to make sure that this does not go too far.

The prolonged industrial recession has also brought to the fore a generation of managers who have earned their spurs by rationalizing and making businesses more efficient. Having made their own companies leaner and fitter, bringing dramatically improved profits and balance sheets, they naturally want to do the same to other companies that have not been so tightly managed. That, to some extent, explains the concentration of many recent big takeovers in the high street and in the food and drink industries. Such companies did not feel the

full force of recession felt by businesses such as engineering and textiles and may therefore not have acted so positively to tighten up their businesses.

The process of improving the productivity and efficiency of traditional industries, so essential if Britain is to be able to throw its resources with confidence into the new ones, still has a long way to go. The law of the City jungle can play a useful role here. Such takeovers often lead to companies being slimmed and jobs lost, and that makes takeovers unpopular. But allowing weak uncompetitive companies to decline is likely to cost far more jobs in the long run. That includes companies that have sometimes sat back too long, relying on the strength of famous brands or valuable sites, rather than using that strength to lead new developments (for instance in retailing) or enter new markets.

Mergers are also a response, necessary or opportunistic, to the expansion of markets and competition into a wider international dimension. Even the General Electric Company, seen in Britain as a giant of the electrical and electronics industry, is modest by comparison with its biggest rivals in the European Community, let alone the United States or Japan. Britain's home market is too small (compared even with Germany) to sustain several industries that need resources for research and product investment to compete on a world scale. This country has seen that to its cost in a previously inward-looking motor industry. It applies even more in the new electronics industries and has been exposed in telecommunications by the tough new commercialism of British Telecom.

The choice is sometimes between creating British companies so big that they have a near monopoly at home or simply establishing links with companies with leading positions in other European markets, in the hope that an integrated European market will eventually emerge. That option risks the loss of independence in important technologies, just as domestic mergers can deprive provincial centres of independent industrial decision-centres. As it is, multi-national companies play a bigger role in Britain than in any other leading industrial economy.

The British economy has, however, grown too slowly over too long a period to sustain a momentum of growth in many markets. And that is where the doubts over Britain's addition to mergers set in. One of the hard lessons of recent years has been that growth is ultimately achieved by private investment, expansion, marketing and innovation, not by the Chancellor pulling levers or industry ministers handing out aid. Have we perhaps bred a generation of businessmen who can rationalize and improve industries with consummate confidence, but are terrified of developing and selling new products with an uncertain market or building new factories to make them in?

In his recent speech Mr Walker suggested that industry may have become so struck with fear of takeover that its thinking has been only short-term. This has led to an avoidance of risk and a reluctance to spend on innovative projects and products. There is an element of truth in this.

Tougher competition in the City is likely to lead to a greater tendency to treat shares in companies as mere tradable pieces of paper. That would be unhealthy, for industry will not prosper as the slave of finance. It would also undermine the essence of the Government's current merger policy, which is to trust the market to make rounded commercial judgements and intervene only where market factors conflict with the national interest, principally by diminishing competition. That policy should not be radically changed, since Whitehall's record of making commercial judgements is poor.

Given this self-imposed restriction, however, ministers ought to take a wider view of competition, in particular taking account of potential competition that might be lost by companies preferring takeover to moving into a market on their own account. If the policy is to last, industrial companies will need to establish stronger lines of communication with the City. And big City investors must accept responsibility for ensuring that the market does make considered long-term commercial judgements. Otherwise, the policy of trusting the market will be discredited and more interference will be inevitable.

MANOEUVRES ROUND THE ROCK

A picture of Gibraltar hangs in the office of Spain's foreign minister — a symbol of hope rather than expectation for the latest round of talks with Sir Geoffrey Howe which open today in Madrid. That is just as well, because the gap between effort and achievement which has undermined successive Spanish governments as they struggle to regain sovereignty over the Rock, is unlikely to be bridged this time.

The two governments started discussions on the colony's future last February, on the day that its frontier with Spain was reopened. A set of formal proposals were subsequently delivered to Whitehall by Madrid, and it is Sir Geoffrey's response to these which is now eagerly anticipated by ministers in Spain.

The two main proposals are understood to involve a lease-back arrangement, similar to that once discussed for the Falklands Island, and a power-sharing two-flag compromise, sometimes known in Madrid as the "Andorra solution." The difficulty faced by Britain in respect of either however is its commitment under the 1969 Gibraltar constitution, "never" to transfer sovereignty against the wishes of the people who live there. Moreover the Gibraltar lobby at Westminster will swiftly react to any slack interpretation of this promise.

Sir Geoffrey's counter-proposals are therefore more likely to consist of a series of confi-

dence-building measures involving tourism and cross-border cooperation. It is certainly true that if the wishes of Gibraltarians are ever to be diverted towards acceptance of the Spanish flag, measures of this kind will need to be introduced. The process should be easier now between two EEC partners but it is still likely to be a slow one. No-one can be sure how long the patience of the González government will stretch.

There are however two other areas in which progress might be made. One would involve bringing the Spanish government into a consultative arrangement — not dissimilar to that now agreed (if that is the appropriate word) for Northern Ireland. It will be argued that this is wholly inappropriate since Gibraltar does not contain a disaffected minority as does Ulster. But it might go some way towards allaying Spanish anxieties without any surrender of sovereignty. It would also be in the long-term a more effective way for Spain to win the confidence of those on the Rock. On the other hand again, it would need some skillful sales patter from Sir Geoffrey to convince the Gibraltarians that this is not the thin end of the wedge. And it is hard to see Madrid denying its long-term ambition.

The other area — and one in which some kind of success is more likely, is that of civil aviation rights. The Spanish want joint use of Gibraltar airport for their own airline

Iberia, and for the convenience of those wanting to fly from Madrid to Southern Spain just over the border. The term "Trojan plane" has already been coined by the suspicious Gibraltarians, and the construction of a second terminal for the use of Iberia alone, is as yet only a distant objective.

Should it be so? Sir Geoffrey is expected to offer some interim solutions to Madrid, one of which could involve transporting Iberia passengers from the tarmac into Spain by sealed coach. But this sounds a rather desperate compromise, and fellow EEC members should be able to work out something more satisfactory than that. In return Spain should be prepared to cooperate with Gibraltar's request to extend the runway into Spanish territory and to allow a safer air corridor for RAF planes using the Rock. (So far it has relaxed its overflying restrictions only for civil aircraft).

Britain has an obligation to Gibraltar. But the people of Gibraltar should be prepared to make concessions too in the interests of negotiating a settlement which will go some way towards meeting Spanish aspirations. Such an agreement would be in their own interests, if indirectly, by helping González win the "yes" vote that he wants in next spring's referendum on Nato membership. Emotion over Gibraltar is deeply felt in Spain and voters would be more likely to take it out on the Western alliance if Britain remains obdurate in their eyes.

rates on their powers, but this alone will not remove the concern felt by many practitioners that magistrates, without legal qualifications and untrained in legal tradition, are not best suited to determine intricate problems of law or complicated questions of evidence or procedure which may arise during the course of a summary trial.

The idea of replacing amateur justices with professional stipendiary magistrates is often dismissed as being too expensive, but the converse is true. Experience shows that the time taken for a trial before a stipendiary is much less, fewer defendants would need to be advised to elect trial in the crown court, there ought to be fewer appeals, on matters of law and sentencing, and a more efficient use of penalties other than imprisonment.

Local justice

From Mr Richard Whiting
Sir, In concentrating on the disparity of sentencing practices in magistrates' courts, Peter Evans (Spectrum, November 27) failed to deal with the more important issue concerning conviction rates.

Recent statistics indicate that for all criminal offences following not-guilty pleas a defendant has about twice as much chance of being convicted by a magistrates' court as by a crown court. Since the concentration of legal expertise is in the crown court it can be safely assumed that the disparity does not indicate a fault in that court.

Magistrates' courts have benefited from the introduction of higher standards of qualification for all court clerks who advise the magis-

In terms other than financial a reduction in the waiting time for crown court trials of serious offences would follow and there would be an improvement in legal expertise operating in the decision-making process in summary courts to the benefit of the public perception of justice.

The old legal (and sexist) parody of a trial by magistrates as having an appendix removed by a housewife on a kitchen table after she has taken advice from a surgeon is not entirely inaccurate.

Yours faithfully,
RICHARD WHITING,
Little Portchester,
Pennyway,
Nr Trellick,
Monmouth.
November 27.

Liberty and the non-smoker

From Dr R. J. D. Winter and others

Sir, In your leading article (November 28) you suggest that the campaign to ban smoking in public places comes close to unacceptable infringement of individual liberty. Two days later you carried a report about compensation being awarded to a non-smoker in Sweden whose lung cancer was considered to be caused by "passive smoking".

Several studies have shown a higher than expected incidence of lung cancer in non-smoking spouses of heavy smokers. It is also possible that exposure to high levels of cigarette smoke may decrease natural resistance to chest infection. As evidence accumulates about the risk to health of "passive smoking", a libertarian attitude towards smoking in public places becomes less tenable. Indeed, it could be argued that at present it is the non-smoker whose individual liberty is infringed by the absence of any restriction.

Few can deny that the ban on smoking on the London Underground has improved the quality of the service for many travellers. It is questionable whether the smoking minority have been deprived in any significant way by this measure.

Yours faithfully,
R. J. D. WINTER,
R. M. RUDD,
Dr C. A. GEDDES,
The London Chest Hospital,
Bonner Road, E2.

Okehampton bypass

From Lady Sayer

Sir, In your sadly misleading article on "The quickest road for Okehampton" (November 30), you say that the proposed (southern) bypass would not cut through the moor proper. In fact it would cut through moorland and woodland, devastating two superb river valleys in its course.

Two senior planning inspectors have agreed that "the rarest beauties of the moor belong to its fringes, not to its upland wastes" — and it was this part of the national park they were describing. Additionally, its historical endowment is such that the Director of the Council for British Archaeology defined it as a major national cultural resource.

The traffic "sufferings" of Okehampton and the "damage" to Cornwall's economy if a northern route means an additional two to four years' delay have been unforgivably exaggerated. Okehampton has a relief road (holiday route) which has been so effectively improved to take lorries and other traffic out of the town that its shopkeepers complain that their trade suffers and Cornwall's Industrial Development Officer says "getting goods and people to and from Cornwall is not a problem."

It is untrue to say that "the southern route can be begun immediately." At least five miles of trunk approach road would have to be constructed first. But even if Okehampton has to accept some further delay, what is that — in a time scale of centuries — compared to the permanent degradation of a precious national asset?

Yours faithfully,
SYLVIA SAYER,
Cator,
Widcombe-in-the-Moor,
Devon.

From Mr R. M. Knapman

Sir, I refer to the letter from Lord Mollison (December 2) with regard to the proposed Okehampton bypass. The writer mentions the "rejection of the Government's Bill seeking to force through Parliament the Department of Transport's preferred bypass route south of Okehampton," "important procedural question is involved"; together with selected passages from the report of the Brooke Committee in 1961.

Many of us who live in the Okehampton area shudder at such further academic arguments. The town of Okehampton needs a bypass and needs it quickly before further accidents occur. The new road is desperately needed for the commercial benefit of large parts of west Devon and Cornwall.

Having read the letter from Lord Mollison advocating yet further delay should appear under the heading "Procedural question of Devon bypass." Can 10 years of delay followed by a further six or seven years' delay if the southern route is rejected be defined as "procedure" at all?

Yours faithfully,
R. M. KNAPMAN,
Holmwood,
Exbourne,
Okehampton,
Devon.

Upstairs, downstairs

From Dr Darryll Grantley

Sir, Tuesday's Times (November 19) recorded *EastEnders* and *Coronation Street* as the most popular programmes on their respective channels. The following day there appeared the article by Rodney

Tyler on *Dynasty* and *Dallas*. Considering the four together, the interesting fact emerges that the two most popular British soap operas are set in deprived inner-city areas while the milieu of the American favourites is very much the world of the super-rich.

I think it was J. B. Priestley who made some comparative observations on British and American attitudes on the basis of the fact that British housewives preferred brown eggs and American housewives white. I wonder what he would have made of this.

Yours faithfully,
DARRYL GRANTLEY,
University of Kent at Canterbury,
Faculty of Humanities,
Dartford College,
The University,
Canterbury,
Kent.
November 22.

Television in licensed betting offices

From the Chairman of the National Council on Gambling

Sir, A draft Order has just been placed before Parliament which is likely to have a fundamental effect on off-course betting. For the first time, television and radio broadcasts and video recordings of sporting and other events on which betting may take place will be permitted in licensed betting offices.

Until recently it has been generally accepted that betting offices should operate on a different principle from casinos. In the latter, the entire action takes place in the presence of the participants, creating an environment which leads to heightened emotion in which excessive gambling can quite easily occur. In view of this, it has been recognised that the situation needs to be strictly controlled and monitored to avoid incitement to excess. This has been done by the Gaming Board.

The operation of the betting office has traditionally been limited to the financial transactions involved in betting. The events on which bets are placed have always taken place elsewhere and radio and television were excluded in order to ensure that this should continue to be so. In recent years, the betting industry has allowed the punter to have access to the commentary which was originally introduced to provide infor-

mation for the licensee. There is no doubt that this has attracted people into betting offices and, when there, encouraged them to go on gambling. Television in betting offices is very likely to exacerbate this situation.

Clearly, if betting offices are to be allowed to take on the characteristics of casinos, similar strict controls and monitoring should be applied. Unfortunately, the draft Order makes no provision for this.

It is understandable that, in the present economic situation, there should be pressure from certain sections of the gambling industry for television in betting offices in order to "increase gambling turnover". However, it needs to be recognised that any general increase in gambling will inevitably lead to an increase in excessive gambling with all the associated disturbance to the family and the community.

This draft Order needs parliamentary approval, following debates in both Houses. Parliament needs to consider seriously whether the financial benefits to the gambling industry that will result from television in betting offices justify an increase in pathological gambling.

Yours faithfully,
E. MORAN, Chairman,
The National Council on Gambling,
26 Bedford Square, WC1.
November 29.

Inner-city priorities

From Archdeacon Hayward

Sir, Your leading article today (December 3) borrows the members of the Archbishop's Commission for proposing a "collectivist" solution to the very real problems of the inner cities. It is, of course, understandable that they should do so because Christians always look back to the first age of Christianity when "they had everything in common" and for centuries the church has exemplified by countless monasteries and convents, has played a significant, if varying, role in the life of the Church.

Undoubtedly, it was this vision which inspired F. D. Maurice and the Christian socialists who gave such an impetus to collective socialism in this country.

Alas, this argument is fatally flawed. The first Christians who had everything in common did not do so by a majority decision but by their own individual consent, and members of religious communities join them similarly. Where this consent is not free but constrained in any way the results are fatal, both to the individual and the community, as Ananias and Sapphira discovered.

Put another way, there is nothing compassionate — in the Christian sense — in "taxing selective Peter to pay for collective Paul" (if Kipling will forgive me) because compassion must be costly and freely given, and those who advocate this course are seldom the ones who are going to feel the cost of it.

The sad thing at the moment is that collectivist policies are always seen as having a monopoly of compassion and those who believe that they do not work are invariably portrayed as uncaring.

Yours faithfully,
DEREK HAYWARD,
The Village,
61 Church Street,
Isleworth,
Middlesex.
December 3.

Channel link hazards

From the Chief Executive of EuroRoute

Sir, Mr J. Richard Graham (November 23) has clearly been misinformed about the current cross-Channel fixed-link proposals. May I put the record straight?

First, the EuroRoute proposal for motorway and rail links, which is now being reviewed by governments in the UK and France, does not require tolls higher than those presently charged by the ferries in order to ensure that the link is financially viable.

Secondly, the combination of

bridges, islands and tunnel presents no particular hazard for motorists. Thirdly, far from being out of action for 30 days each year because of wind, EuroRoute's bridges will be protected by wind deflectors which will allow cars and most other vehicles to cross safely throughout the year.

On the basis of detailed meteorological studies of conditions in the Channel, restrictions will be needed only on lightly-laden, high-sided vehicles for 2-3 per cent of the year.

Yours faithfully,
R. A. BIGGAM, Chief Executive,
EuroRoute,
30/35 Pall Mall, SW1.
November 25.

PhD delays

From Professor P. G. J. Pulzer

Sir, How does one make constructive suggestions in response to an ultimatum? The Chairman of the Economic and Social Research Council (November 23) asserts that the present situation is "intolerable". On the basis of this he announces a "continuing dialogue" with universities and polytechnics. The proposition that some of the *status quo* may be defensible or even admirable is, by implication, excluded from this dialogue.

Perhaps we should begin by comparing like with like. Professor Hague asks why success rates in doctorates should differ from those in first degrees. The answer is that undergraduates are chosen by standard criteria, follow similar courses and are examined at a fixed time in ways that change in detail but not substance.

The whole point of doctoral research is that it should investigate a topic not investigated before; if it did not, it would not be worth attempting. It follows that all doctoral admissions involve an element of risk. How big this should be may be a matter for debate; that a PhD involves different risks from a BA should, however, be self-evident.

Secondly, these differ from each other. Some research in the social sciences is like that in the natural sciences, i.e., part of a team project with a fixed terminal date. Others

are individual enterprises like those in the humanities. The fact that both kinds are for administrative reasons, funded by the ESRC is not a compelling reason for judging them by identical criteria.

It is just possible that a thesis completed after five years is a better work of scholarship than one rushed to comply with the ESRC's whistle. It is even possible that an incomplete thesis represents some value for the ESRC's money. The work that has gone into it may well end up in a paper, article or book. I and no doubt others, can cite instances where it has done so.

The language and tone of the parade ground is not well suited to the study, especially when, as in this case, the parade ground command is based on inadequate knowledge and understanding.

Yours faithfully,
PETER PULZER,
All Souls College,
Oxford.

Uneasy lies the head

From Mrs Ann Wood

Sir, Perhaps my grandmother's advice would make Mrs Shaw's touring holidays (November 21) more comfortable. This was that "no lady ever travels without her own down pillow".

Yours faithfully,
ANN WOOD,
11 Cassiobury Park Avenue,
Watford.

ON THIS DAY

DECEMBER 5 1885

In 1878 Thebaud was proclaimed monarch of Burma. His massacre of his kinsmen caused the withdrawal of the British resident, Colonel (later Sir) Edward Sladen. Thebaud rejected proposals that Burma's foreign relations should be controlled by India, an action resulting in the third Burmese war. The king and his wife Soogyal were deported to India and the country was annexed to become a province of the Indian empire in January, 1886.

THE BURMESE WAR.

MANDALAY, Nov. 29.

I had a lengthy and somewhat remarkable interview to-day with King Thebaud. Along with him were the Queen Soogyal, his sister, the Queen-Mother, widow of the late King, and Thebaud's sister. I was introduced by Colonel Sladen to the Royal party, no other person being present but an interpreter.

I believe that the previous interview of Colonel Sladen with the King was the first occasion on which any European was allowed to come into the presence of King Thebaud, or any previous king of Burma, without taking off his shoes and assuming a crouching attitude.

Thebaud is a stout, young, good-looking man of about thirty, with a weak face. He has not the receding forehead which has always been the distinctive mark of the descendants of Alaungmya. Since he found that he had no violence to fear, King Thebaud has recovered his nerve, and he displayed a good deal of quiet dignity.

This morning Tinedah Mengyee gave information that Thebaud might attempt to escape. The King was arrested in consequence, and removed to the pavilion where I saw him.

Colonel Sladen told the King that I was the Correspondent of *The Times*. The King immediately said that he knew *The Times* and that a copy of it was taken by his Ministers to learn English public opinion. He then added that he was anxious the English people should hear his words, and he requested me to write down what he said. At the close of the interview I read over my notes, through the interpreter, to Thebaud, who said that they were correct.

I then said that I thought Tinedah Mengyee had been a bad adviser.

Thebaud: "Yes, I was seized when young, and made a mere puppet. I have now to suffer for my sins (for sinners are forced me) to do as I now know that I was altogether wrong. Tinedah, the Achlamy Woon, and Kyong Moun Woon urged me on to war, and when the fighting commenced they were the first to abandon me. I did not fear of the English taking Mandalay, but I was afraid of the English taking the King. I said, 'No more fighting must occur, as the Burmese could not resist.'"

"After eight months the Yenout Mengyee, who killed the Princes, tried to murder me. The English people knew much that I did but not of what was going on behind me. I never left the palace."

"I wish the English to know that I am not a drunkard. I am a religious Buddhist, I have given up all the Crown jewels, and I am sure the English, who are a great people, will not object to me, as a King, to keep my ring (showing me a magnificent ruby ring he was wearing), or to my wife keeping her jewels" (pointing to a diamond necklace on the Queen).

Thebaud expressed alarm that there would be fighting between the Burmese and the English on the river during his voyage to Rangoon, and was assured that a military escort would be provided.

The King was then conveyed under a strong guard from the palace through the town, and placed on board the *Thoonah*, which at once left. Thebaud was accompanied by the Kinwoun Mengyee. His departure was witnessed by a large crowd, which showed a good deal of feeling.

During the early part of the day, owing to the issue of an order that any woman applying should be allowed to enter the palace through the Queen's gate, the palace was looted by several hundred women from the town, who carried away a large amount of property. The Crown jewels were saved by Colonel Sladen.

Last night a disastrous scene of riot and bloodshed occurred in Mandalay, and more lives were lost than in any engagement during the expedition. The Italian Consulate and other European houses were attacked. The military arrangements to protect the town were very deficient. The headquarters were on board the steamers, three miles from the town. Many Europeans are leaving, owing to the danger.

Last night the streets were occupied by gangs of armed Burmans, who looted and murdered almost unchecked. The Princesses of the Royal Family were robbed of their jewels in the streets. The Buddhist monasteries were plundered.

are individual enterprises like those in the humanities. The fact that both kinds are for administrative reasons, funded by the ESRC is not a compelling reason for judging them by identical criteria.

It is just possible that a thesis completed after five years is a better work of scholarship than one rushed to comply with the ESRC's whistle. It is even possible that an incomplete thesis represents some value for the ESRC's money. The work that has gone into it may well end up in a paper, article or book. I and no doubt others, can cite instances where it has done so.

The language and tone of the parade ground is not well suited to the study, especially when, as in this case, the parade ground command is based on inadequate knowledge and understanding.

Yours faithfully,
PETER PULZER,
All Souls College,
Oxford.

FINANCE AND INDUSTRY

Executive Editor Kenneth Fleet

You can't make omelette without breaking egos

"Un poco Amato" is how Pope John XXIII described his successor, Paul VI. He might have been commenting on Lord Weinstock's corporate manoeuvres of the last few years. The on-off deal with British Aerospace, a flirtation with Distillers, the near deal with AEG-Technik - all smacked of Hamlet haverings.

To bid or not to bid, that is the question? Tuesday's approach was not a straight offer of 160p a share for Plessey. It was a statement request to the chairman and management of Plessey to discuss the conditions which might be associated with an offer by GEC valued at 160p a share.

On this occasion, Lord Weinstock is right to tread the battlements warily. The UK telecommunications industry if not the entire electronics industry, urgently needs major restructuring. Only Lord Weinstock, backed by his huge cash mountain of some £1.4 billion, has the stature and corporate muscle to set the process going. But he needs, at the appropriate stage (after the Office of Fair Trading has said its piece) - a fair wind from the Government. A hostile anti-GEC campaign by Plessey and a motley army of lobbyists would probably lead to GEC's withdrawal.

In embarking on such a formidable and difficult task, Lord Weinstock is well aware that his responsibilities towards the shareholders of GEC - which are effectively to get earnings per share and dividends growing at a fast clip - are not necessarily the same as those which he might acknowledge as a perceptive and experienced leader of British industry. These, broadly speaking, are to preserve, maintain, and develop a key industrial sector, electronics and telecommunications, so that it is intentionally competitive.

The problems are complicated by the newly-enfranchised British Telecom. On Tuesday afternoon, Lord Weinstock spoke crisply about BT's change in management style and the role Sir George Jefferson is playing at the head. The responsibility on Sir George for making wise and balanced and not crudely commercial decisions is now enormous.

The industry's difficulties have been compounded by the changing attitudes of both customer and suppliers towards System X, Britain's new digital switching telephone system. Designed by the old Post Office in the 1970s, System X envisages the massive conversion of the entire UK telephone system by the early 1990s.

System X has been jinxed from the start. STC withdrew early on, Plessey and GEC to soldier on together. Plessey invested hugely in the project. Delays which seem to have come largely from Plessey's inability to supply efficiently functioning software added to the project's problems.

Judging by last night's statement, Plessey was contemplating some kind of joint deal with GEC. A week or so ago, apparently, Sir John approached Lord Weinstock with a proposal to buy out the GEC interest in System X. Whether or not this would please British Telecom is unclear.

What is clear is that the problems of modernizing the British telephone system are threatening to become insuperable. First British Telecom itself signalled unease about the system which it had itself helped to design, by bidding for Mitel, and then pushing business for System Y in the direction of Thorn-Emmerson.

Now the two principal suppliers may be moving toward a terminal breakdown in trading relationships.

The negative reaction of the Plessey board, and of Sir John Clark in particular, to GEC's approach was predictable. His approach to Lord Weinstock over System X is a subtle counter-move. Plessey's offer for GEC's System X share does however have echoes of his ill-fated appeal to the Prime Minister to assist in the sale of Parnigan to the Pentagon.

In reality the Plessey riposte has muddled the waters still further. How far GEC's share of System X contract? Sir John reiterated his conviction that Plessey was and would remain an immensely strong company. This vies with a number of industrial estimates of current trends in profits, which foresee a poor third quarter outturn.

In short term, the stock market provides a useful measuring gauge of the countervailing value of the different proposals. Last night, Plessey shares closed unchanged on the day at 174p, some 14p higher than Lord Weinstock's "final offer". The market expects to see a higher bid. Most fund managers believe that around 190p would provide to be a clincher, and provide the first important step towards the required restructuring of UK telecommunications.

But at the end of the day, the decision will rest with Mrs Thatcher and British Telecom.

Cable & Wireless in demand

Few people outside the City could have told you a month ago what Mercury Communications was and fewer still what its parent company, Cable and Wireless, did. Today the level of awareness is much higher, thanks to the advertising and public relations campaign that is accompanying the £933 million offer for sale of shares in the company at 587p a share.

Schroders and Kleinwort Benson, merchant bankers to the Government and the company respectively, were swamped with inquiries about the prospectus yesterday and so far there have been 70,000 responses to the coupon ads being run in the press - a much higher level of interest than at the corresponding period for either the Britoil or British Aerospace issue.

Keen demand for the stock from the institutions, which are generally underweight in telecommunications, enabled the Government and company to pay rather lower commissions to both the lead underwriters, and the subunderwriters on the placed firm stock, than on either the Britoil, British Aerospace or British Telecom issues.

All seems set fair for a highly successful sale. Cable and Wireless shares are no longer the outstanding bargain they once were and a fair 4 per cent discount to the current market price of 610p may not tempt herds of stags, especially in a suddenly uncertain market.

Unlike the British Telecom issue, there are no perks to attract the first-time investor while the yield on the shares, even after the 22 per cent rise in dividends, the company is promising for this year, is only 2.3 per cent. On British Telecom, the yield is currently 3.8 per cent.

Cable and Wireless is a great company that is offering a stake in the fun and excitement of Mercury's challenge to British Telecom's monopoly over the next five years and a rapidly expanding international communications network. Some of the £331 million the company is raising on its own account is earmarked for a much more rapid build up of the Mercury network than was first envisaged.

New technology will give Mercury a dramatically lower cost base than British Telecom and the chance to seize a large slice of the £6 billion a year market for telecommunications in Britain. Internationally Cable and Wireless is in a prime position to exploit the growing liberalization and deregulation of telecommunications the world over.

When Cable and Wireless shares were first sold to the public by the Government in 1981, they were offered at a price equivalent of 112p, the next tranche, sold in November 1983, went for 275p a share. This is still a stock to have and to hold.

Prospectus, page 25 to 28

Distillers may drop Royal Bank

The Royal Bank of Scotland may shortly be dismissed as lead bank to Distillers because of its participation in Argyll's hostile £1.9 billion takeover bid for the Scotch whisky group.

Mr Bill Spengler, Distillers' deputy chief executive, said yesterday that dismissal was being considered.

"They have obviously put themselves in a difficult position and we are very disappointed," he said.

The Royal Bank is one of five banks taking part in the £600 million transferable loan facility that Argyll is using to fund the cash element in its bid.

Mr Charles Winter, chief executive of the Royal Bank, defended the clearing bank's decision.

"I can understand that we just look at these things as a bankable proposition. It is not unusual for us to be involved with both the bidding and target company."

Takeover offer

Deutsche Bank, West Germany's largest commercial bank, said it would takeover controversial Flick industrial group, the country's largest private conglomerate.

Wellcome profits record

The Wellcome Foundation yesterday announced record pretax profits of £122 million, up from £89 million for the year to August 31. The company, which is joining the stock market in January, performed especially well in America where profits rose by 45 per cent.

Sales of Zovirax, an anti-

herpes product, doubled to £62 million, and over-the-counter sales of cough and cold medicines also rose strongly. Wellcome says that initial returns from tests of a drug to fight AIDS are encouraging, and these will continue next year. There could be further news on this drug in time for the prospectus.

Fed to clamp down on junk bonds as takeover weapons

From Bailey Morris, Washington

The United States Federal Reserve Board, alarmed by the proliferation of debt associated with the wave of company takeovers, is about to clip the wings of America's new breed of corporate raiders by placing severe limits on the use of "junk" bond financing.

A senior Federal Reserve official confirmed yesterday that the board, which acts as a central bank, is likely to approve over the next several weeks a proposal that would apply margin or credit requirements to high-yield, low-rated securities known as junk bonds.

These securities are a favourite weapon of a group of individual investors - Mr T. Boone Pickens, Sir James

Goldsmith, Mr Carl Icahn, Mr Irving Jacobs and others - who use them increasingly to finance hostile corporate takeovers.

Congress, in a related action, has commissioned a new study of junk bond financing to determine whether there is a need for new legislation to curb its use. Mr Pete Domenici, chairman of the senate budget committee, said that in sharp contrast to the 1970s, junk bond financing now averages \$15 billion a year and is creating unprecedented amounts of high-risk corporate debt.

Federal Reserve officials are attempting to extend margin rules covering stock purchases to junk bond financings by approving a new regulation that

would prohibit a company from selling junk bonds to finance more than 50 per cent of the cost of taking over another company if the only security backing the bonds is, in fact, the shares of the target company.

Mr Frederick Joseph, chief executive of Drexel Burnham Lambert, leaders in junk bond financing, strongly criticized the proposed Federal Reserve action, saying it would have a serious adverse impact on the number of acquisitions and the volume of leveraged buyouts.

There is no good evidence that these are bad. We are dismayed by the Fed's proposed action, he said.

Technically, the Federal Reserve lacks the authority to

limit the use of credit to purchase corporate and government bonds, but if it determines that the issues are being secured by the stock of the target company being purchased, as is often the case, then it can impose margin requirements.

But a senior Federal Reserve official said the proposed action would probably have only a limited, short-term effect in discouraging the use of junk bonds to finance hostile takeovers.

"Given the inventive character of the minds on Wall Street, I would envision a new plan to devise a new generation of junk bonds secured with assets other than stock which would circumvent our margin authority", the official said.

IN BRIEF

Oil price setback

Indications that the firmness in world oil prices, because of the onset of winter, may already be ending have emerged as the oil ministers of the Organisation of Petroleum Exporting Countries prepare the agenda for their meeting next week.

Spot prices for North Sea Brent crude, regarded as the marker price crude in the free market, have fallen by up to 80 cents a barrel on the European markets after suggestions that winter re-stocking in the United States has almost been completed. The price is now hovering around the \$28 a barrel mark.

Salvesen ahead

Christian Salvesen, the food distributor, saw pretax profits increase to £19.3 million from £17.9 million for the half year to September 30. The interim dividend is 1.25p against an adjusted 0.81p last time.

Tempus, page 20

BOC record

BOC Group, the industrial gases and health business, has increased pretax profits to a record £171.3 million from £137.8 million for the year to September 30. A final dividend of 5.53p makes 9.38p for the year a 21.8 per cent increase.

Tempus, page 20

Most of the Far East dealing team from the stockbroker de Zoete & Bevan are defecting to the jobber Smith Brothers. Ten analysts and dealers are moving, leaving the giant Barclays, de Zoete, Wedd Durlacher combine feeling "sorrow". Smith Brothers' senior partner, Mr Tony Lewis, believes his firm's independence attracted the new team. Smith's three-man textile team moved to Wedd in August.

Saatchi advance

Saatchi & Saatchi, the advertising and consulting group, has reported pretax profits of £40.4 million for the year to September 30, up from £18.3 million. Revenue rose to £301.6 million, from £147 million. A final dividend of 8.7 makes 14p, against 9.1p last time.

Tempus, page 20

SGB forecast

SGB, the scaffolding group, has forecast pretax profits in the year to next September of not less than £18 million, a 33 per cent increase on the previous year. SGB is fighting a £117 million bid from BET.



Nigel Lawson: Tough stance on wages

Chancellor pins loan rates on pay

By David Smith, Economics Correspondent

Industry must clamp down on big pay increases if interest rates are to come down, the Chancellor, Mr Nigel Lawson, said yesterday.

Speaking at the National Economic Development Council meeting - one of two meetings during the year when general macro-economic matters are discussed - the Chancellor made it clear that monetary policy would be framed so that excessive pay increases do not feed through to higher inflation.

"What we cannot do is reduce interest rates to offset the cost of high wage rises", Mr Lawson said. "The plain fact is that lower interest rates go hand in hand with lower wage rises."

The Chancellor's tough stance met with opposition from both the Confederation of British Industry and the Trades Union Congress.

Sir James Clesmanson, the CBI president, said that real interest rates in Britain were at least 2 per cent higher than in competitor countries. Rates should be cut as inflation falls, he insisted, arguing that high interest rates, through the mortgage rate, themselves contributed to bigger pay claims.

Mr Norman Willis, the TUC general secretary, said the policy of maintaining a high exchange rate and interest rates would hit exporters and ensure that industry in other countries would be the main beneficiary of Britain's consumer spending boom.

The NEDC director-general, Mr John Cassels, said overtime worked in Britain was equivalent to 600,000 full-time jobs.

IoD chief plays down case for wage restraint

Exhortations for pay restraint, like those made by the Chancellor and the Confederation of British Industry, can do great harm because of the danger of slipping into an unofficial pay policy as the only route to fuller employment, Sir John Edwards, director-general of the Institute of Directors, said in London yesterday.

Pay increases ahead of inflation were a description of "a very desirable process - increasing living standards", Sir John said. If a company assessed employees individually on merit it might well result in pay rises above the inflation rate, but that either did not matter because improved performance did outweigh the pay increase, or it did matter but only to the company that got it wrong.

Speech, page 16

Plessey turns down GEC merger offer

By Derek Harris, Industrial Editor

Plessey, the telecommunications and aerospace manufacturer, yesterday rejected merger overtures from General Electric Company (GEC), after a day-long board meeting. It countered with a proposal to buy out GEC's interest in System X, the digital telephone exchange system it developed with GEC for British Telecom.

The board's decision to throw out GEC's proposals was unanimous, according to a company statement.

Sir John Clark, the chairman and chief executive, said: "Plessey is and will remain immensely strong and is confident of significant profitable growth in the years ahead. The Plessey board is convinced that this will be achieved only by Plessey retaining its independence."

GEC had asked Plessey to consider talks on the basis of a GEC takeover of Plessey at

160p a share, valuing a bid at £1.16 billion.

Sir John said last night that the GEC proposal had been stimulated by a recent Plessey initiative seeking to merge the public switching interests of both companies to secure economies of sale needed to improve international competitiveness. He added: "This does not, however, justify a total merger."

Sir John said: "It is my board's view that progress in the production and supply of public switching equipment to UK and overseas customers will best be served by Plessey assuming complete responsibility."

GEC said it would consider Plessey's reply. Lord Weinstock, GEC's chief executive, has so far refused to be drawn on whether GEC will press ahead with a takeover bid without Plessey agreement.

Spear plans £5m deal

By Teresa Poole

Spear & Jackson, the garden and hand tools manufacturer which is fighting a bid from James Neill Holdings, yesterday announced the proposed acquisition of the garden tools division of Falcon Industries for £5.15 million. The deal would make Spear & Jackson the largest British manufacturer of garden tools.

The purchase has been discussed since May but with the final closing date for Neill's £15.2 million bid falling on December 14, the timing of the move will be seen as defensive. Mr Hugh Neill, chairman of James Neill, said last night there was no intention to seek an extension of the closing date.

WHEN you first handle a Patek Philippe, you become aware that this watch has the presence of an object of rare perfection. We know the feeling well. We experience it every time a Patek Philippe leaves the hands of our craftsmen. You can call it pride. For us it lasts a moment; for you, a lifetime.

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And if we may draw a conclusion from five generations of experience, it will be this: choose once but choose well.

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MARKET SUMMARY

STOCK MARKETS

FT Ind Ord	1115.8 (-12.5)
FT All Share	579.76 (-5.55)
FT Govt Securities	83.79 (+0.23)
FT-SE 100	1399.6 (-18.0)
Bargains	24.219
Dataseam USM	108.29 (-0.08)
New York	
Dow Jones	1483.29 (+4.23)
Tokyo	
Nikkei Dow	12811.20 (+36.66)
Hong Kong	
Hang Seng	1700.96 (+38.9)
Amsterdam	236.3 (+1.5)
Sydney: AO	987.5 (+1.0)
Frankfurt	
Commerzbank	1726.2 (+32.0)
Brussels	
General	850.84 (+1.70)
Paris: CAC	245.4 (+2.7)
Zurich	
SKA General	487.40 (+0.90)

GOLD

London fixing	\$324.50pm - \$324.20
am \$324.50pm - \$324.20	
close \$324.25 - \$323.75	(2217.50-)
218	
New York	
Comex \$323.55	

MAIN PRICE CHANGES

RISES:	
Sunlight Electr	10.50p +3.50p
Star Computer	55p +7p
ICC Oil Services	8p +1p
British Benzol	49.50p +5.50p
Taser, Kenley	48p +4p
Sutcliffe, Spkinn	325p +25p
NIM Computers	140p +10p
Mirco Focus	140p +10p
Allied Colloids	30p +2p
Microvitac	198p +13p
Motyn Holdings	82p +4p
Richards	32p +2p
Real Time Cntl	19p +1p
Cygal Dynamics	58p +3p
Land Investors	292p +15p
Lax Service	95p +5p
Godfrey Davis	20p +1p
Fargabrook Group	132p +6p
Victor Prods	555p +25p
Stock Conversion	223p +10p
Watson (R Kelvin)	
FALLS:	
Oceonics Group	34p -5p
Newman Inds	25p -4p
Wordlex	51p -3p
Lyle Shipping	8.50p -1p
Metal Sciences	5p -0.05p

CURRENCIES

London:	
£ \$1.4845 (+0.025)	
£ DM 3.7423 (-0.0135)	
£ Sfr 3.1109 (-0.0125)	
£ FF 11.4039 (-0.0522)	
£ Yen 301.07 (-2.37)	
£ Index 81.30	
New York (Latest):	
£ \$1.4855	
£ DM 2.5185	
£ Index 126.7 (-0.7)	
ECU £0.589534	
SDR £0.735398	

INTEREST RATES

London:	
Bank Base: 11 1/2%	
3-month Interbank 11% - 11 1/2%	
3-month eligible bills: buying rate 11% - 11 1/2%	
Prime Rate 9.50%	
Federal Funds 8 1/4%	
3-month Treasury Bills 7.22 - 7.20%	
30-year bond price 95 1/2% - 96 1/2%	

STOCK MARKET REPORT

Thorn up on news of Holmes à Court sale

By Derek Pain and Pam Spooner

Mr Robert Holmes à Court, the Australian financier, is believed to have sold most of his near 4 per cent shareholding in Thorn EMI, the electronics to showbusiness group.

His Associated Communications Corporation recently sold more than 1 million shares and this week is thought to have disposed of the rest of its holding.

Mr Holmes à Court has, through his Bell Group, built up a near 20 per cent shareholding in Australia's Ex-Lands, the investment company, slipped 1p to 27p. Clevie Investments, the mini issuing house which specializes in shell situations, now has almost 7.5 per cent of the capital and clearly wants to get more deeply involved. But The Kwaha Co, a related finance company, still has almost 44 per cent of the shares.

biggest industrial group. Broken Hill Proprietary. He is expected to seek control of the company soon.

The sale of ACC's Thorn shares will add about £36 million to the Holmes à Court coffers.

Thorn shares closed 2p higher at 429p. They have been firms recently on the sale of its screen entertainment business, which is expected to be announced this week.

The Holmes à Court sale, coming on top of a successful 30 minute placing by Hoare

Govett, the broker, of Lloyds Bank's remaining 46.3 million shares in Royal Bank of Scotland at 270p, helped to unsettle the market.

The Lloyds placing as at a 14p discount to the then prevailing market price. Once the placing had been completed, Royal Bank of Scotland's shares fell to 274p.

Shares had started with another flurry of speculative activity and the FT 30-share index was at one time 1.7 points up. But the thought that some of the handsome profits could melt away before they are taken sent some investors scrambling to sell.

The imminence of the Cable & Wireless share sale was another inhibiting factor. C & W shares stuck at 610p. But if the market loses much more ground there is, some believe, a grave danger of the institutions ending up with more shares than they might want.

At the close the FT 30-share index was nursing a 12.5 points fall at 1,115.8 points. The FT-SE share index finished 16 points down at 1,399.6 points.

Electricals were again a feature, as the market continued to consider the General Electric Co's desire to take over Plessey. GEC lost 10p to 176p on the thought that it will have to pay more than it has so far signalled. Plessey was unchanged at 174p.

Racal Electronics, regarded as a possible counter bidder for Plessey, finished unchanged at 162p. STC lost 2p to 94p.

There was another round of excitement in stores shares with British Home Stores surging in early trading on expectations that Sears was about to merge with its cosy merger with Habitat Mothercare.

But Mr Geoffrey Maitland Smith, Sears chairman, said: "We are not presently poised to

two driving forces. Messrs Usman a Raschid Abdullah, are thought to have been talking to possible institutional supporters.

Bowater Industries showed a 7p rise to 340p, although much of the gain had been made on Tuesday night. The shares were responding to news that Hanson

ster Bank eased 10p to 667p. Lloyds Bank drifted 7p lower to 472p, despite taking in cash from its Royal Bank shares.

Continued strength for sterling against the dollar finally lost its depressing effect on certain share prices. Jaguar, for example which has been hurt by fears of devalued US earnings, rallied 9p to 315p.

Trafalgar House share slid 10p to 368p as the market digested the reports of analysts after full-year figures on Tuesday.

Prospects are dull and there is little chance of a bonanza from EuroRoute, the City says with many advising clients to move out of stock in the short term.

There were also talk that Trafalgar has another target in its sights. Simon Engineering is rumoured to be the object of desire and its shares rose 8p to 210p.

But Simon has also been the subject of discussion among analysts. Current year profit forecasts have been downgraded in places, but the longer term picture apparently looks good.

Elsewhere among engineers, Hawker Siddeley rose 12p to 439p on talk of a bull's broker's circular. But the document proved hard to find, and dealers were left with the impression that a seller of Hawker stock was doing a good job of helping the price up to make the sale easier.

International Signal & Control was buoyant as the market showed its relief after this week's profits news. The figures

were not spectacular, but at least there was no rights issue accompany them. ISC shares were 17p higher at 330p.

Bid aews among the computer and allied services companies got share prices in that sector on the move. Business Computer Systems, which has agreed to a bid from Electronic Data, rose 8p to 26p, although that will be little consolation to those who bought the shares when they came to the USM at a placing price of 85p in 1981.

Despite the rescue-like nature of the bid for BSC, the market seemed to like the idea, that someone thinks computer companies are worth buying.

Traded options business remained at a relatively high level yesterday, although somewhat lower than on Tuesday. Contracts traded amounted to 17,979, with four particular options bringing close on half the volume. The Stock Exchange index option notched up 2,338 contracts, more than 1,600 of them puts, while Racal and GEC each saw more than 2,000 contracts traded.

Market speculation took 13p off Grand Metropolitan yesterday. The City heard that the leisure group had lost a casino licence, but a spokesman for Grand Met said: "That is not the case, and we know of no other reason for the share price movement." By the end of the day, pennies returned to the price, leaving Grand Met down 10p at 366p.

Trust has taken its stake in the paper and pulps group from 3 per cent to just over 10 per cent. Reed International, which, like Bowater, has come in for a fair amount of speculative buying, rose 12p to 712p.

Yesterday, however, the market reckoned support for the shares was based on straightforward investment demand.

Share prices on the banking pitches were several pence lower. Apart from the depressing effect of the Royal Bank of Scotland stock coming on offer, the leading clearing banks were also dimmed by confirmation of tight competition in the personal accounts business. The big four banks are all now offering free banking for current accounts kept in credit.

Barclays Bank lost 13p to 429p. Midland Bank slipped 7p to 432p and National Westminster Bank eased 10p to 667p.

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TEMPUS
Saatchi needs more acquisitions to melt cash mountain

Success breeds success and familiarity breeds contempt. This is doubtless why Saatchi & Saatchi suffers from a relatively low stock market rating in view of its excellent earnings and profits record.

Yesterday's preliminary announcement, which revealed pretax profits at £40.4 million, up from £18.3 million, was greeted with an 18p fall in the share price to 735p, a little lower than when the figures were leaked at the weekend.

However, the company does not seem too perturbed that its shares fell at under 14 times prospective earnings while some agencies are joining the Stock Exchange list on more fancy ratings. The Saatchi growth record says more about its prospects than profits forecasts ever can.

The year's performance was certainly aided by the group's vigorous acquisition policy but, stripping these out, the traditional advertising business still turned in a 30 per cent increase in revenue and a 40 per cent improvement at the pretax level. Margins improved from 2.1 per cent to 2.3 per cent.

The group benefits from the cross-fertilisation which is bound to accrue now that it has spread its interests both operationally and geographically. However, it counters the suggestion that it finds genuinely new business hard to acquire with an impressive list of clients gained during the year.

Perhaps the main worry is that the group is so big that effective management controls will be difficult to enforce.

There is some discipline over new acquisitions in the shape of the deferred payment method which Saatchi employs, although this does not guarantee long-term performance. The company's stock market faithful might not worry too much about this as long as Saatchi continues to produce good results. It is still seen as simply a group of talented people and a pile of cash.

That cash pile, helped by a £95 million rights issue, stands at £125 million, considerably more than the group's entire net asset value of £75 million. The question is: how will the cash be spent? More acquisitions, it seems, is the answer.

With 58 per cent of the group's profits now earned in the United States, there will be currency worries and, despite its fundamental attractions, there are too many people sitting on healthy profits for the good of the share price.

Christian Salvesen

Coming to the stock market makes a little difference to some companies. For Christian Salvesen, however, the float has proved central to its development. It has already spent most of the £21 million cash it raised in June.

It has acquired a cold store in Los Angeles, a vegetable processor in Berwickshire, two distribution businesses in Holland and a fruit packing company in California, with an associated minority interest in six fruit farms. It is also building a cold store in France and extending facilities in New York and New Jersey.

These projects are costing £27 million in cash. Together with normal replacement spending, this means that Salvesen spent more in the first seven months of this year than in the whole of last year. As a

result it will have net borrowings by the year end.

This spending could mean that second-half profits after interest will be little higher than in the first half. Yesterday Salvesen announced it had made £19.3 million in the six months to September, suggesting profits of about £40 million for the full year.

Profits from food-related businesses were slightly better and the industrial side did especially well, helped by the new generator hire business.

The overall picture looks reasonably encouraging, but growth seems likely to slow. In the past three years Salvesen has managed to increase profits by an average of 30 per cent. This year the figure is likely to be 20 per cent, while future growth depends largely on the returns on new investments.

On this basis the prospective multiple of 15 times earnings with the shares at 139p looks high enough.

BOC Group

The BOC Group has been well and truly battered on currencies. The direct impact of exchange rate fluctuations was to reduce yesterday's preliminary profits by £29 million and only some astute forward dollar purchases out the reported impact to £12.8 million.

BOC was not quite so far-sighted with its views on the rand and the Australian dollar, which is where the currency effect was most pronounced. Even so, the group still turned in record pretax profits of £171.3 million, up from £137.8 million.

The most welcome, and on BOC's admission, the most surprising increase came from the gases division with the domestic market earning the unusual accolade of being the "most robust".

However, the growth in industrial gases will slow down in the present year and BOC will look more to its health care business to provide the impetus for another advance in earnings.

The special products and services division also had a good year, with operating profits rising by £8.5 million to £22.5 million. The high vacuum business is now earning profits of around £14 million on sales which are growing at 20 per cent each year. There are also some exciting developments in the glass coating business, where BOC has developed and electrically conductive coating which can bring rapid defrosting of windscreens.

The only disappointment was in the carbon and carbide division, which after a return to profits in 1983-84, slipped back into the red. The division is also highly sensitive to exchange rates and needs not only a return to 1980 levels but, more important, stability.

Despite a capital spend of £240 million and a further cash outflow of £70 million on acquisitions, BOC kept its net borrowings position unchanged. The cash flow is strong enough to maintain this development of group's capital base.

The share closed down 8p at 309p, reflecting further worries about currency and the doubt of growth in industrial gases. BOC still has \$60 million sold forward for delivery in September 1986 at \$1.09, which will ease the currency position, but outlook on trading suggests that BOC is still a stock for the long term.

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A record year for Wellcome

Wellcome is an international group devoted to the development and marketing of products for the promotion of human and animal health. Its origins go back more than a hundred years. Today, it operates in all the world's major pharmaceutical markets and has manufacturing operations in more than 20 countries. Worldwide the group employs some 18,000 people; more than 18% of them are engaged in the group's research and development establishments.

HIGHLIGHTS FROM THE CHAIRMAN'S STATEMENT

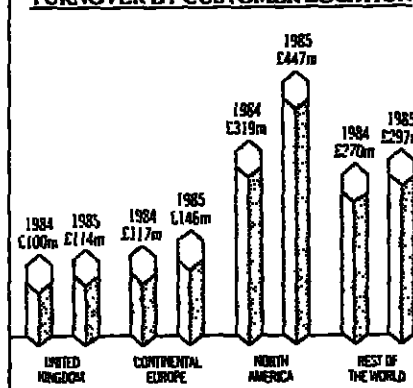
"Group turnover for Wellcome increased by 25% to £1,004m in the year ended 31 August 1985 compared with £806m for the previous year. Group profit before taxation was £121.7m compared with £89.0m, an advance of 37%. Part of the increase in turnover is due to consolidation

into the accounts of the turnover of Coopers Animal Health, which came into operation in October 1984, and includes turnover previously attributable to ICI's animal health operations. The overall profit margin to turnover was 12.1%, against the previous year's figure of 11.0%.

The group's products are sold in most markets in the world. Nearly 90% of turnover is outside the UK. In view of this, the volatility of exchange rates in the year had a considerable effect on the group's results. We estimate that currency movements increased turnover by 6% and profit before taxation by 11%.

It is intended that part of the equity of Wellcome will be offered to the public early in 1986. This advertisement is placed on behalf of The Wellcome Trust and Wellcome by Robert Fleming & Co. Limited, S.G. Warburg & Co. Ltd. and Baring Brothers & Co., Limited.

GEOGRAPHICAL ANALYSIS OF TURNOVER BY CUSTOMER LOCATION



ing profit. Our new products, acyclovir and atracurium, and our cough and cold products, Actifed and Sudafed, all performed well in the US market and their increased sales made a major contribution to the North American results.

Our total expenditure on R&D during the year was £122m, representing 12.2% of group turnover. Capital expenditure in the year totalled £74m.

Group net borrowings at the year end were £71.8m, a reduction during the year of £22.6m, and now represent 16% of shareholders' funds compared with 22% last year.

Further substantial progress has been made with the anti-herpes product, acyclovir. This has now been registered for use in more than 70 countries in a variety of presentations.

A major introduction during the year was the oral capsule formulation in the USA. Western Europe saw acyclovir sales gaining considerable momentum. Group sales of acyclovir totalled £62m for the year compared with £27m last year.

Our cough and cold products, Actifed and Sudafed, now share the number one spot in the USA in the antihistamine/decongestant category based on combined unit sales in food and drug outlets. Two extensions to the Actifed product line were launched - immediate release capsules and 12-hour capsules.

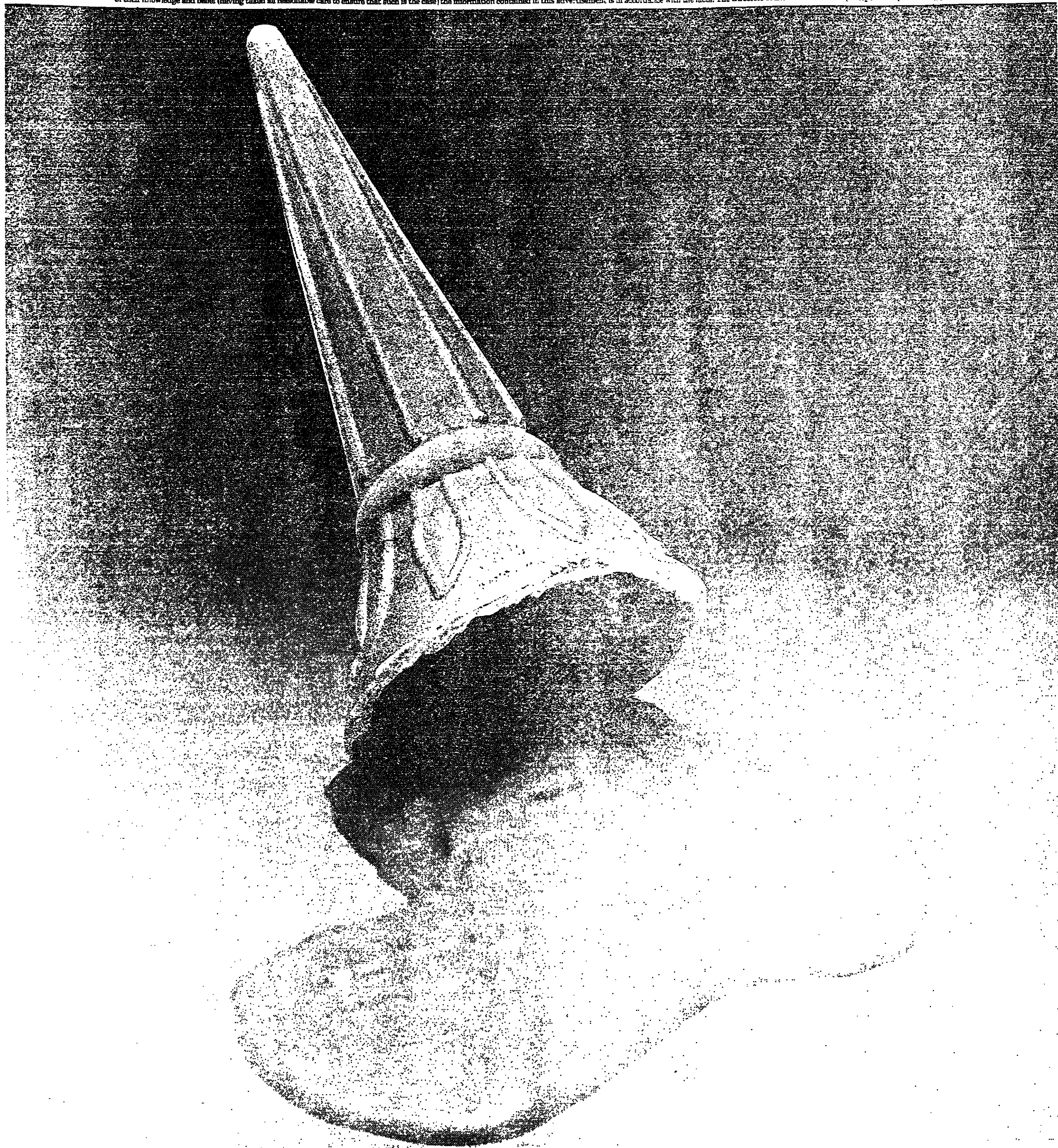
Both new products were enthusiastically received.

During the year, we restructured our diagnostics business. The ability of the diagnostics team to respond to challenges was shown by its development of a test, in less than three months, to detect the presence of antibodies in blood to the HTLV-III (AIDS)

virus. Our test was one of two which was selected by the Blood Transfusion Service in the UK for routine testing of blood donations.

Wellcome has reached agreement with its associates in Spain to acquire their 50% holding in Gayoso Wellcome. As a result, this company, based near Madrid, is now a wholly-owned subsidiary.

This advertisement is published by Hill Samuel & Co. Limited on behalf of Elders IXL Limited ("Elders") and IXL. The Directors of Elders and IXL are the persons responsible for the information contained in this advertisement. To the best of their knowledge and belief (having taken all reasonable care to ensure that such is the case) the information contained in this advertisement is in accordance with the facts. The Directors of Elders and IXL accept responsibility accordingly.



Allied-Lyons' share of the ice cream market in Great Britain seems to be melting away

A recent Allied-Lyons advertisement brags about minor inroads in the US ice cream market. But here in Great Britain the indications are that Lyons Maid's share of the take-home ice cream market melted away by nearly one quarter between 1981 and 1985. Also the indications are that Tetley/Quick Brew tea bags lost over 20% of their market share over the same period and Lyons ground coffee lost a similar proportion between 1982 and 1985. We're

not suggesting these are bad products. We're suggesting that they suffer from being part of the disparate collection that Allied-Lyons calls its Food Division, a division we feel has not provided the marketing support needed to keep up with the competition.

We don't believe that's the fault of individual managers.

We believe it's the fault of an obsolete top management structure.

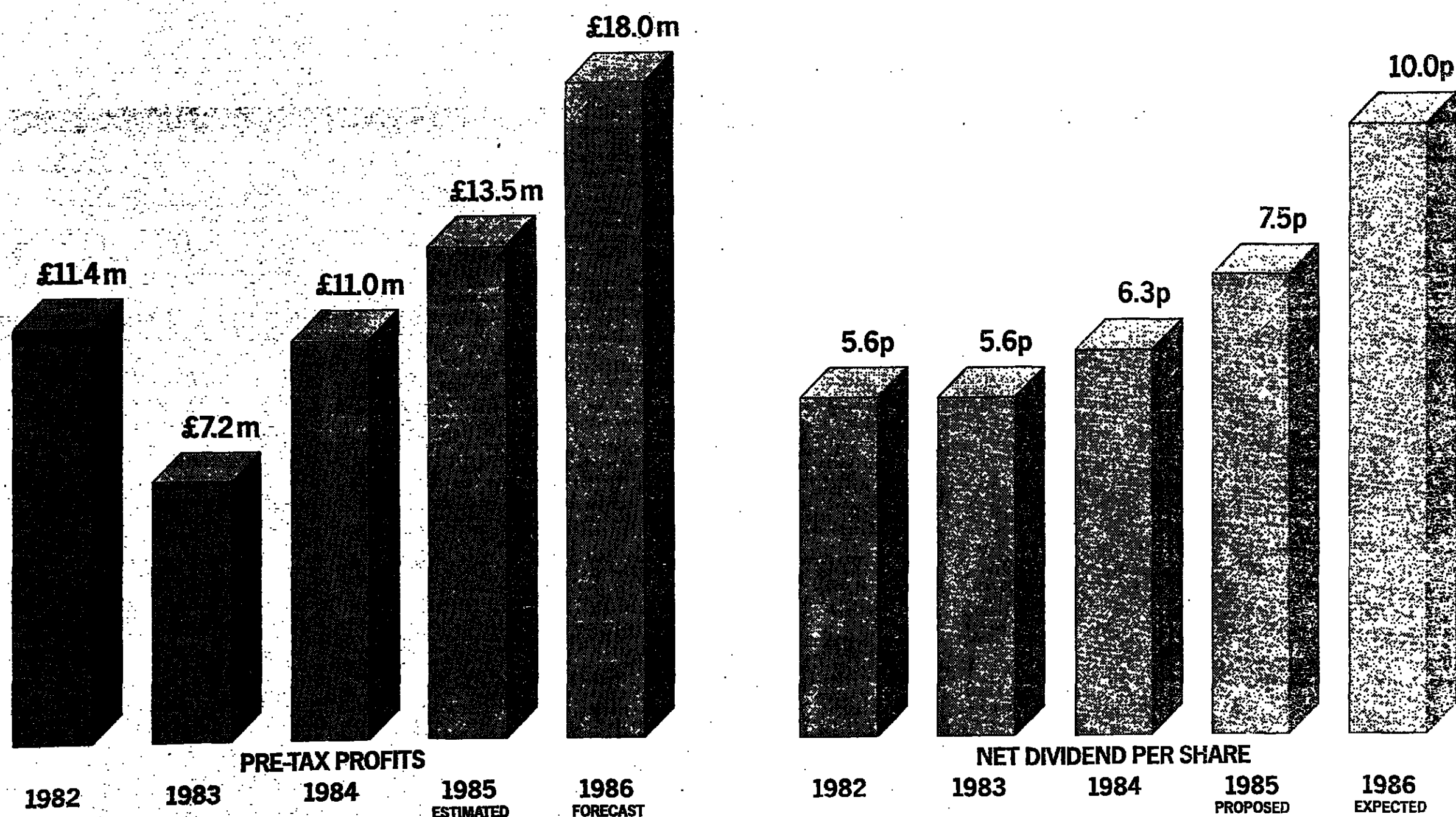
Hardly what we'd call flavour of the month.



LOOK AT BOTH SIDES. THEN DECIDE.

Source: British Market Research Bureau Limited: Target Group Index. Brand share estimates are calculated by using data from the survey which combines weight of usage with Marketers' usage. This method shows a decline in share for Lyons Maid take-home ice cream of 24% between the two periods April 81 - March 82 and April 84 - March 85. The equivalent statistic, between the same two periods, for Tetley/Quick Brew tea bags is a 23% decline. Lyons ground coffee shows a 22% decline in share between the two periods April 81 - March 82 and April 84 - March 85.

IT'S NOT JUST OUR SCAFFOLDING THAT'S GOING UP.



● SGB has produced the results it promised – profits before tax up 23 per cent to £13.5 million in 1985, after absorbing operating losses of £1.5 million from operations now closed. But for these losses, our profits would have been £15 million.

● SGB's businesses are growing strongly and profitably. The Board of SGB forecasts record pre-tax profits for 1986 of not less than £18.0 million, up 33 per cent on 1985.

● The Board of SGB intends to recommend total dividends for 1985 of 7.5p, up 19 per cent on 1984, and expects to propose a total dividend of 10p for 1986, up 33 per cent on 1985.

SGB offers the clear prospect of substantial growth in profits and dividends.

Keep your share in our future – reject the BET bid.

SGB

WE BUILD BUSINESSES

The Directors of SGB (with the exception of Mr N.L. Clifford-Jones owing to illness) are the persons responsible for the information contained in this advertisement. To the best of the knowledge and belief of the Directors of SGB (having taken all reasonable care to ensure that such is the case) the information contained in the advertisement is in accordance with the facts and does not omit anything likely to affect the import of such information. The Directors of SGB accept responsibility accordingly.

Kuala Lumpur reopens with three suspended

From M. G. C. Pillai, Kuala Lumpur

The Kuala Lumpur Stock Exchange, suspended since Monday after the Pan-Electric debacle, will reopen today. Several leading banks have put up a 150 million ringgit (£42 million) lifeline to local stock-broking firms.

But the three companies controlled by Mr Tan Koon Swan, the Malaysian politician who is the central figure in the Pan-Electric saga, will be suspended from trading. They are Grand United Holdings, Supreme Corporation and Everpeace Corporation.

There is still considerable nervousness about what will happen when the markets reopen - some stockbrokers

were in financial difficulties when Pan-Electric went into receivership over the weekend. The uncertainties have led to the indefinite postponement of the listing of the recently privatized shares of the Malaysian Airline System.

Mr Tan is facing problems from another quarter. A finance company controlled by Supreme Corporation has had a run on its funds. Nervous depositors have withdrawn about 4 per cent of its 600 million ringgit deposits in the past two days.

Despite the central bank's assurances that it backed the company and its deposits, customers continued to form queues outside the 14 branch

offices and demanded cash rather than cheques. The company spokesman confirmed that it had to withdraw its deposits with other financial institutions to meet the demands.

Civil servants and others involved with the regulation of the stock market are already examining how regulations can be tightened.

The crises on the Singapore Corporation and Grand United Holdings, went into receivership.

Several stockbrokers are near to being hammered because of the liability of having on their books the Supreme and Grand United stocks have declined sharply.

Singapore counting the cost of closure

From Paul Routledge, Singapore

Singapore is counting the cost to its image as an international finance centre of the three-day closure of its stock exchange.

Trading resumes this morning under tough new rules that forbid forward trading as part of radical measures which effectively abolish self-regulation of the exchange by local brokers.

Initial reaction among foreign businessmen supports the drastic measures agreed between the "big four" banks, the Monetary Authority of Singapore and the Committee of the Stock Exchange to tighten up on share dealing.

The International Chamber of Commerce said its members remained confident about the Singapore economy and feel reassured by the "fast and effective" reaction of the MAS and the exchange to put things right.

Trading was halted in Singapore and Kuala Lumpur (which also restarts today) as well as after the failure of the industrial conglomerate, Pan-Electric, whose member companies, now in receivership, have been heavily engaged in forward buying.

Under the new rules that put an end to "buy now, pay later" dealing, all share transactions will have to be completed within 24 hours. This requirement is expected to mitigate any panic selling today, as well as deter some of the wider speculation that has occurred in the past.

Hong Kong quietly optimistic

From David Bonavia, Hong Kong

The Hong Kong stock market has shown signs of nervousness this week in view of the temporary closure of the Singapore stock exchange. However, the good performance of Jardine shares continued despite speculation about a sale of the company's holdings in the huge Hong Kong Land company.

The main share index plunged 30 points to 1,664 at the close on Tuesday. Yesterday's trading was quiet, with a few brokers watching for signs of a recovery, expressed quiet optimism. There is no elation here about the problems of the Singapore and Kuala Lumpur exchanges because too many factors militate in favour of a coincidence of interests in South-east Asian markets.

Singapore has traditionally shown jealousy over the dynamism of the *Laizise-Faire* Hong Kong economy.

Singapore's problems are seen here as mainly economic, without severe political pressures to influence them. Hong Kong, by contrast, is more susceptible to the influence of political factors.

Chinese official comments of the past fortnight about the territory's future brought the main index crashing by 30 points but most of the loss has been recovered.

Investors are thought to have been encouraged by the announcement of a 10-day visit to Hong Kong by Mr Ji Pengfei head of Peking's office for Hong Kong and Macao affairs.

It is thought that Mr Ji, a former foreign minister and well-travelled diplomat, will seek to reassure Hong Kong about China's intentions for the territory after it reverts to Chinese sovereignty in 1997.

Whether it competes with the Metrocentre to a point, but the developer says that its scheme on the river will attract do-it-yourself stores and that the Metrocentre is a direct competitor with Eldon Square.

The superstore operator at the Armstrong Centre will take a 150-year lease on the site. The company has not been named, but given that Mr Fawcett is the development director responsible for Asda's breakthrough in the South of England, that operator looks a possibility for the Armstrong scheme.

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The tax advantages of the enterprise zone, namely 100 per cent capital allowances and five years rate-free, are being sold on the investment market with the banks the most likely contenders for long-term money.

Everybody is very nervous and there is a great tendency to sell. But the quotes will be so wide apart that business activity will be restricted, the senior investment analyst of a leading broking house said.

Pessimists fear a fall of 100

points to the *Straits Times* index within a few hours of the market reopening. Others argue that the fall will be much lower and spread over a longer period.

With Singapore in the rip of its worst economic recession for 20 years, the market is already at a three-year low and was plunging fast until the authorities suspended all trading on Sunday.

But through there may be many would-be sellers on the exchange, there are likely to be few buyers when trading restarts given the drastic purge of the investors' freedom to speculate without putting their money on the line almost immediately.

The MAS-SES deal comes into operation immediately. For the longer term, the financial authorities have set up a seven-man supervising committee to act as a watchdog over the stock exchange, arguing "The investing public may trade with confidence in the stock market."

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CONFERENCE GUERNSEY

Many of the best known names in Britain - and on the Continent have held meetings in Guernsey.

Top executives needing a peaceful working environment, conferences for over 100 delegates, increasing groups looking for something out of the ordinary - they all find that Guernsey can provide the facilities they require. And in a unique atmosphere that is Britain - but abroad.

For full information on meetings in Guernsey please contact: Michael Paul, Conference Office, Department 17, Guernsey Conference Bureau, PO Box 23, Guernsey, CHANNEL ISLANDS tel 0481 244111

Allied London Properties Plc

Incorporated in England and Wales; Registered No. 1043941

Placing of £15,000,000 10% per cent. First Mortgage Debenture Stock 2025 at 97.903 per cent. payable as to £25 per £100 nominal on acceptance and as to the balance of £72.903 by 6th March, 1986.

Application has been made to the Council of The Stock Exchange for the whole of the above Stock to be admitted to the Official List.

In accordance with the requirements of the Council of The Stock Exchange £1,500,000 of the Stock is available in the market on the date of publication of this advertisement. Preliminary Exel Cards are available and Listing Particulars will be circulated in the Exel Statistical Services and copies may be obtained during usual business hours on any weekday (Saturdays and public holidays excepted) up to and including 19th December, 1985, from:

Allied London Properties Plc, County Bank Limited, 11 Old Broad Street, London EC2N 1BB

Philips & Drew, 120 Moorgate, London EC2M 6XP

Lloyds Bank Plc, Registrar's Department, The Causeway, Goring by Sea, Worthing BN12 6DA

and until 7th December, 1985 only, by collection from The Company Announcements Office, The Stock Exchange, Throgmorton Street, London EC2.

5th December, 1985

APPOINTMENTS

Ward White Group: After a restructuring of senior management of subsidiary board of directors has been set up under the title of the UK Multiple Retail Operating Group.

Mr Roger Pedder has become chairman. Mr Ian Stephens is now managing director of the Haliford division. Mr David Wood, managing director of the Zodiac Toys division.

Monopolies and Mergers Commission: Mr Richard Smeethurst will succeed Sir Alan Neale as deputy chairman on March 1. Mr Martin Bunting and Mr Lawrence Kelly have been reappointed ordinary part-time members for three more years, and Professor Kenneth George for another three months.

Pilkington Group: Sir Robin Nicholson, chief scientific adviser in the Cabinet Office, is to succeed Sir Richard Worsley as chief executive of the electro-optical division.

E. W. Payne Companies: Mr James Meenaghan becomes deputy chairman and Mr Derek Collins a director. Mr Collins has also been made chairman of the new subsidiary, E. W. Payne International, whose directors include Mr F. H. Hitchman, Mr M. C. Howard, Mr C. H. Kirkland and Mr D. N. Vermont.

Dwek Group: Mr Morris Joseph has become a non-executive director.

Coleroll Group: Mr John Ashcroft has been appointed group chairman from next month. Mr Eric Kilby becomes group finance director. Mr Philip Green group development director. Mr John Withnall chief executive of the operating company Coleroll Ltd. and Mr Bill Dobie managing director of Coleroll (UK).

Heron Property Corporation: Mr Tim Binnington is to be chief executive and a member of the board. Mr Tony Royle becomes full-time executive chairman.

Property Holding & Investment Trust: Mr Ian Besley becomes property investment director and Mr Clive Hanford development director.

Aqualac (Spring Waters): Mrs Wenche Marshall Foster has been appointed chief executive.

Whyte & Mackay Distillers: Mr Michael Barrett joins as director, UK sales.

The Throgmorton Trust: Sir Victor Garland and Mr P. J. Leach have been appointed directors. Mr R. W. Seabrook becomes deputy chairman. Victor is also being appointed a director and Mr Seabrook.

deputy chairman of The New Throgmorton Trust (1983) and Throgmorton Secured Growth Trust.

Stockley: Mr Malcolm McPherson becomes a development director.

Ogilvy & Mather Public Relations: Miss Suzanne Hammond has been appointed managing director.

Diners Club: Mr Nick Rowe has been made chairman, but will continue as managing director.

DIS Software: Mr R.B. Yearsley becomes a non-executive director.

Associated Australasian Banks in London: Mr R. Isherwood has been appointed chairman and Mr M.F. Geeson secretary from January 1.

Advent Data Products: Mr John Woolough has been made managing director.

Tia Maria International: Mr Mark Butterworth is to become managing director from January 1.

Derbyshire Building Society: Mr Tony Bell has joined the board.

STC: Mr Andrew Berkeley has been made director, legal affairs.

Elbar Industrial: Mr Martin Calhoun has become finance director.

Shearson Lehman Brothers Limited are pleased to announce that

BRUCE BERKOWITZ and **PASCAL BESMAN** Senior Vice Presidents, and **DR. CHAI PATEL** and **CHARLES HOGAN** Assistant Vice Presidents

have joined Shearson Lehman Brothers' new International Private Client Headquarters as Financial Consultants, at 12 Upper Grosvenor Street, London W1X 9PA. Phone: 01-493 2002. Telex: 25822.

SHEARSON LEHMAN BROTHERS
An American Express company

COMMERCIAL PROPERTY

Bulls steer well clear of sector

By Judith Huntley

Property shares are again languishing behind the rest of the stock market, falling below 100 on the relative property index last week. The sector reached a nine-year low in June and has fallen back to that level.

With the stock market on such a bullish course, property shares look even less exciting than they otherwise would. There has been little to encourage the sector recently, despite some companies' shares trading at premiums, notably those with a high exposure to the City of London office market.

Jones Lang Wootton's latest piece of research on the direct property market asks whether property can perform better next year. The agent points out that equities have performed best for the past three years. In the present bull market the dividend yield on equities has fallen to 4.3 per cent whereas the initial yield in J.L.W.'s quarterly property index has risen to 6.2 per cent.



City office scheme let to BT

British Telecommunications Mobile Communications has taken all of Harbour Development Group's 11,400 sq ft office scheme at Priory Court, Cloth Fair, in the City of London. Only one of the four shop units is let but the seven town houses are still on the market at £230,000 each. Farrar Stead & Glynn acted for British Telecommunications and Gooch & Wagstaff is the letting agent.

The reverse yield gap is in direct contrast to the situation at the beginning of 1980. Then gross dividend yield was 6 per cent while J.L.W.'s index showed property at only 4.6 per cent, the normal yield gap. But the firm predicts that economic recovery will be reflected in rental rises in 1986 and that upward shifts in property yields over the past year will leave the sector in a better position to deliver improved overall returns next year.

J.L.W. takes heart from the chartists in arguing that no sector offers the best returns for more than three successive years.

However, as Wico Galloway & Pearson's property analysts point out, the good letting news seen in certain sectors of the direct market over the last six months or even longer has barely moved the share prices of the blue chip property companies in absolute terms.

And Wico doubts whether capital growth next year will be very different from the meagre 4.5 per cent average seen this year from the property com-

panies. Hardly encouraging news for those considering investing in property shares. Although the analysts say that in the direct market, better quality institutional portfolios could see a much sharper growth rate in 1986.

The question remains as to whether investment in indirect or direct property is a good buy. According to J.L.W. retail property was again the best performer in the direct market, showing estimated rental values growing by 9 per cent, and

capital values by 14 per cent over the year to September 1985.

But this was counterbalanced by weaker returns from the office and industrial sectors. They showed only marginal values with estimated rental values for offices up by only 1.6 per cent in that period and industrial property having a minimal 1 per cent growth rate. The FTA All-Share index on the other hand showed a 21 per cent increase over the year to September 1985.

Stockley to sell £15m building

Charterhouse Japhet is to buy its own building in Paternoster Square in the City of London for just under £15 million, as part of the deal Stockley has struck with the Church Commissioners in its £80 million purchase of the development.

Charterhouse Japhet occupies 1 Paternoster Row on a long lease with 21-year reviews. It is buying the interest in the offices, enabling Stockley to deal with a fair slice of the development quickly. It is not yet known whether Charterhouse Japhet will have a stake in any future redevelopment of Paternoster Square.

Martins le Grand, but Weatherall Green & Smith, the agent responsible for the sale, is keeping tight-lipped about the price and the likely contenders for the building. It is believed that £33 million has been offered by several bidders.

Rosebush and Greycoat are believed to be jointly interested in the project, along with London & Edinburgh Trust and Speyhawk. Land Securities' intentions over the site remain unclear but it seems unlikely that the company is prepared to bid more than £30 million for the scheme.

Stock Conversion has confirmed that it is not interested in buying the Post Office building. Its redevelopment with British Rail at Old Bailey/Holborn Viaduct is keeping it busy. But the company is close to exchanging contracts on its property swap with Land Securities at Fenchurch Street. (The swap involves some of Stock Conversion's West End properties in exchange for Land Securities' 90 Fenchurch Street which adjoins Stock Conversion's scheme at No 88 Fenchurch Street, giving it long-term redevelopment potential.)

The costs of occupying a shop in Britain's high streets have risen by 17 per cent in the first half of this year, according to Debenhams' survey of shop rents and rates last month. Rental growth has been the main factor. But the recent rate revaluation in Scotland pushed costs up by 190 per cent and 67 per cent in Glasgow and Edinburgh respectively. Shop rents have strengthened in the last 18 months with the annual growth rate picking up from 5.5 per cent in 1983 to 10 per cent in 1984 and 15 per cent this year. Oxford Street is still Britain's most expensive retail location with Zone A rents and rates totalling £298 a sq ft. Knightsbridge is slightly lower: Edinburgh stands at £185 a sq ft Zone A and Exeter at £65 a sq ft Zone A.

Arlington Securities has started work on its 340,000 sq ft joint venture Frimley Business Park on the Hampshire/Surrey border. Postal Investment Management is Arlington's partner in the scheme. The fund bought the 26-acre site at junction 4 of the M3 motorway for £10 million from British Car Auction.

£2m stake for Stock Conversion

Stock Conversion and the Electra Investment Trust are to take a controlling stake in a property company to be set up by Mr Colin Molyneux, the joint senior partner and founder member of Molyneux Rose, the estate agent, and Mr John Arkwright, formerly employed at Grosvenor Developments.

The company, to be known as Pembroke, will specialise in all forms of retail property, giving Stock Conversion an additional form of attack on that market. Stock Conversion, which will provide initial backing of £2 million, and Electra will own more than 50 per cent of Pembroke. Mr Molyneux and Mr Arkwright will have the remaining stake.

Mr Jonathan Lane, joint managing director of Stock Conversion, will join Pembroke as a non-executive but actively involved director. The new company, which will have a West End office, hopes to become operational before the new year.

COMPANY NEWS

ALLIED COLLOIDS: For the half-year to Sept 28, with figures in £000, turnover was 36,087 (£8,868), while the pretax profit was £2,324 (£1,048). Earnings per share were 4.27p (5.06p). An interim dividend of 0.7p (0.7p) is being paid.

CAPIZ INDUSTRIES: For the half-year to Sept 30, 1985, compared with the nine months to Sept 30, 1984, with figures in £000, turnover was 71,436 (£164,752), while the pretax profit was £1,606 (£5,548). Earnings per share were 4.4p (loss 20.6p).

GODFREY DAVIS HOLDINGS: For the half-year to Sept 30, with figures in £000, turnover was £5,824 (£51,950), while the pretax profit was 2,451 (£1,690). Earnings per share were 6.2p (4.4p). An interim dividend of 1.5p (1.2p) is being paid.

LINGWORTH MORRIS: For the half-year to Sept 30, with figures in £000, turnover was 49,664 (£4,723), while the pretax profit was 3,055 (£1,833). Earnings per share were 3.8p (3.8p). A final dividend of 1.25p (nil) is being paid.

BRITISH STEAM SPECIALTIES: The company is in talks which may lead to the sale of its steel stockholding business, A. H. Steel, based in Northampton and Derby. The prospective purchaser is a substantial group which has significant interests in steel stockholding.

TR NATURAL RESOURCES: For the half-year to Sept 30, with figures in £000, total revenue was 2,735 (£2,265), while the pretax revenue was 2,226 (£2,002). Earnings per share were 4.7p (4.05p). An interim dividend of 3.5p (3.5p) is being paid on Jan 2.

BIRMINGHAM MINIT GROUP: For the half-year to September 30 with figures in £000, turnover was 11,715 (£9,834), while the pretax profit was 712 (£413). Adjusted earnings per share were 7.2p (5.0p). An interim dividend of 2p (1.75p adjusted) is being paid on January 13.

GER/ROSEN ORGANISATION: For the half-year to Sept 30, with figures in £000, turnover was 4,783 (£3,000), while the pretax profit was 142 (£85). Earnings per share were 1.3p (0.8p). An interim dividend of 0.35p (0.35p) is being paid.

PWS INTERNATIONAL: For the half-year to Sept 30, with figures in £000, turnover was 3,764 (£3,215), while the pretax profit was £691 (£691). Earnings per share were 5.5p (3.4p). An interim dividend of 3p (3p) is being paid.

JOSEPH HOYLE & SON: For the half-year to Sept 28, with figures in £000, turnover was 1,582 (£419), while the pretax profit was 108 (£14). Earnings per share were 13.18p (1.42p).

AVON RUBBER: For the year to Sept 28, with figures in £000, turnover was 198,127 (£180,402), while the pretax profit was 4,507 (£3,529). Earnings per share were 30.3p (39.2p). A final dividend of 3.5p (3p) is being paid, making a total of 33.7p (39p).

J. A. DEVENISH: For the year to Sept 27, with figures in £000, turnover was 24,474 (£23,352), while the pretax profit was 1,868 (£2,037). Earnings per share were 35.9p (37.1p). A final dividend of 10.25p (9.25p) is being paid, making a total of 15p (15.5p).

COALITE GROUP: For the half-year to Sept 30, with figures in £000, turnover was 209,753 (£193,434), while the pretax profit was 13,241 (£10,883). Earnings per share were 8.93p (6.96p). An interim dividend of 2p (1.78p) is being paid.

PEGLER-HATTERSLEY: For the half-year to Sept 28, with figures in £000, turnover was £2,575 (£75,008), while the pretax profit was £252 (£3,377). Earnings per share were 18.2p (14.3p). An interim dividend of 5.75p (5.25p) is being paid.

TRANS-OCEANIC TRUST: For the year to Oct 31, with figures in £000, total revenue was 2,610 (£3,711), while the pretax profit was 2,234 (£1,916). Earnings per share were 3.96p (3.38p). A final dividend of 2.65p (2.2p) is being paid, making a total of 6.61p (5.58p).

GER/ROSEN ORGANISATION: For the half-year to Sept 30, with figures in £000, turnover was 4,783 (£3,000), while the pretax profit was 142 (£85). Earnings per share were 1.3p (0.8p). An interim dividend of 0.35p (0.35p) is being paid.

FREEDBACK: For the half-year to Sept 30, with figures in £000, turnover was 4,480 (£3,707), while the pretax profit was 46 (£3). Earnings per share were 0.025p (loss 0.09p). An interim dividend of 1.25p (1.25p) is being paid.

HOLMES AND MARCHANT: For the year to Sept 30, with figures in £000, turnover was 4,233 (£2,605), while the pretax profit was 1,032 (£674). Earnings per share were 15.7p (9.5p). A first and final dividend of 2.2p (nil) is being paid.

THE NORTH AMERICA INVESTMENT TRUST: For the half-year to Sept 30, with figures in £000, total revenue was 1,584 (£1,756), while the pretax revenue was 839 (£1,038). Earnings per share were 10.8p (0.88p). An interim dividend of 0.5p (0.5p) is being paid.

HARDANGER PROPERTIES: For the year to Sept 30, with figures in £000, turnover was 9,327 (£7,448), while the pretax profit was 2,612 (£2,028). Earnings per share were 27.8p (31.7p). A final dividend of 7p (7p) is being paid, making a total of 9.8p (9.8p).

C.P.I. HOLDINGS: For the year to Sept 30, with figures in Irish £000, turnover was 47,978 (£43,002), while the pretax profit was 474 (£1,031). Earnings per share were 2.4p (5.4p). A second interim of 1p (5p) is being paid on Dec 31, making a total of 2.4p (6p).

GRANDVIEW TRUST: For the half-year to Sept 30, with figures in £000, gross rental income was 3,232 (£2,555), while the pretax profit was 1,326 (£1,622). Earnings per share were 26.6p (19.7p). A final dividend of 5p (5p) is being paid, making a total of 6.5p (5.25p).

ROBERTSON RESEARCH: For the half-year to Sept 30, with figures in £000, turnover was 10,473 (£9,308), while the pretax profit was 1,810 (£1,165). Earnings per share were 4.4p (2.8p). An interim dividend of 0.7p (0.6p) is being paid.

Base Lending Rates

ABN Bank	11 1/2%
Adam & Company	11 1/2%
BCCI	11 1/2%
Citibank Savings	11 1/2%
Consolidated Crds	11 1/2%
Continental Trust	11 1/2%
Co-operative Bank	11 1/2%
C. Hoare & Co	11 1/2%
Lloyds Bank	11 1/2%
Nat Westminster	11 1/2%
Royal Bank Scotland	11 1/2%
TSB	11 1/2%
Citibank NA	11 1/2%

† Mortgage Rate Rate.

FREEHOLD FOR SALE

WITH RETAIL RE-DEVELOPMENT POTENTIAL

Hartlepool Greyhound Racing Stadium Site

SUPERBLY LOCATED WITHIN HARTLEPOOL TOWN CENTRE CLEVELAND TRESSIDE

APPROXIMATELY 6-45 ACRES

Sole Agents

GOLDENBERG & CO

101-103 Market Street, Hartlepool, Co. Durham

01-481 4101

The Directors of the Company, whose names appear in this Offer document (the "Prospectus"), are the persons responsible for the information contained herein. To the best of the knowledge and belief of the Directors (who have taken all reasonable care to ensure that such is the case) the information contained in this Prospectus is in accordance with the facts and does not omit anything likely to affect the import of such information. The Directors accept responsibility accordingly.

The application for the Ordinary Shares now offered will open at 10am on 11th December, 1985 and may be closed at any time thereafter. The procedure for application and a Public Application Form are set out at the end of this Prospectus.

Application has been made to the Council of The Stock Exchange for 55,433,314 new Ordinary Shares to be admitted to the Official List. New Ordinary Shares are being offered preferentially to shareholders with UK registered addresses. HM Government has confirmed that it will not be taking up its preferential entitlement to 12,812,500 new Ordinary Shares and the Company has made arrangements for the offering overseas of these shares through The Nomura Securities Co., Ltd. in Japan and Dominion Securities Pitfield Limited in Canada. Investments are being made to certain institutional investors to apply for all of the offered Ordinary Shares, of which up to 97,407,213 will be subject to recall.

A copy of this Prospectus, which complies with the listing particulars relating to the Company in accordance with The Stock Exchange (Listing) Regulations 1984, has been delivered to the Registrar of Companies for registration as required by those Regulations.

No person receiving a copy of this Prospectus and/or an application form in any territory other than the United Kingdom may treat the same as constituting an invitation to him, nor should he in any event use such application form, unless in the relevant territory such an invitation could lawfully be made to him or such application form could lawfully be used without compliance with any unfulfilled registration or other legal requirements. It is the responsibility of any person outside the United Kingdom wishing to make an application hereunder to satisfy himself as to full observance of the laws of the relevant territory in connection therewith, including obtaining any governmental or other consents which may be required and observing any other formalities needing to be observed in such territory.



Cable and Wireless plc

Offer

by

J. Henry Schroder Wagg & Co. Limited

and

Kleinwort, Benson Limited

on behalf of

The Lords Commissioners of HM Treasury

and

Cable and Wireless plc

of

146,110,819 Ordinary Shares of 50p each at 587p per share
300p is payable on application 287p is payable by 7th March, 1986

underwritten by

J. Henry Schroder Wagg & Co., Limited
County Bank Limited

Kleinwort, Benson Limited
Morgan Grenfell & Co. Limited

DIRECTORS AND ADVISERS

DIRECTORS

Sir Eric Sharp CBE
Chairman and Chief Executive

David Berriman
Sir Gordon Brunton
Douglas C. Buck
Director, Engineering and Projects

Sir Peter Carey GCS*

Tom Chelwell
Director, Bermuda, Caribbean & South America

Alan W. Clements
Joseph H. Crouch
Director, Marketing

John W. C. Ormsby
Director, Middle East, Indian Ocean, Africa and Atlantic

Brian A. Pemberton
Chief Operating Officer and Director, Far East

Ernest F. Potter
Director, Finance

Philip J. Warwick
Director, North America

*Non-Executive Government Director

all of Mercury House, Theobalds Road, London WC1X 8RX

Secretary and Registered Office
Richard E. McAshier FCS
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Solicitors to the Offer
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Solicitors to the Company
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Solicitors to the Underwriters
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London EC2M 2PA

Cazenove & Co.,
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London EC2R 7AN

Registrars
National Westminster Bank PLC,
Registrar's Department,
P.O. Box 92, 37 Broad Street,
Bristol BS96 7NH

DEFINITIONS

"Cable and Wireless" and "Group"
Cable and Wireless plc and its subsidiary and associated companies and/or, as the case may be, their respective predecessors in business, or any of them.

"Company"
Cable and Wireless plc.

"Ordinary Shares"
Ordinary Shares of 50p each in the Company.

"New Ordinary Shares"
The 55,433,314 new Ordinary Shares being offered for subscription by the Company.

"HM Government's Ordinary Shares"
The 102,500,000 existing Ordinary Shares being offered for sale by HM Government.

"Offer"
The offer for subscription and sale in the United Kingdom described in this Prospectus.

"Offered Ordinary Shares"
The new Ordinary Shares subject to the Offer and HM Government's Ordinary Shares.

"Price"
The price of each of the offered Ordinary Shares.

"Overseas Offerings"
The public offer of new Ordinary Shares in Japan and the private placement of new Ordinary Shares in Canada.

"Special Share"
The Special Rights Preference Share of £1 described in paragraph 4 of "Additional Information".

"HM Treasury"
The Lords Commissioners of HM Treasury.

KEY INFORMATION

The following information is derived from, and must be read in conjunction with, the full text of this Prospectus.

CABLE AND WIRELESS

Cable and Wireless is one of the world's leading international telecommunications groups. It provides to both businesses and domestic users telecommunication services which include telephone, telex, facsimile and data transmission. The Group makes extensive use of the most modern technology available. It operates in some 49 countries and employs over 24,000 people.

Cable and Wireless provides external telecommunications for 36 countries and internal telecommunications in 18 countries; the bulk of the Group's profits are earned from these activities. The largest of its operations is in Hong Kong, where it provides both internal and external telecommunications.

PERFORMANCE SINCE PRIVATISATION

Since privatisation in November, 1981 Cable and Wireless has grown substantially, reflecting the Directors' success in pursuing their policy of profitable growth for the Group:

Year ended 31st March,	Turnover £m	Profit before taxation £m	Earnings per Ordinary Share
1981	295	64	10.5p
1982	359	89	11.4p
1983	418	157	24.1p
1984	673	190	25.1p
1985	862	245	31.9p
Compound growth per annum 1981-85	31%	40%	32%

PROSPECTS

The Directors believe that the long term prospects of Cable and Wireless are very good because of the expected market growth in telecommunications, the improving technology available and the favourable strategic position of the Group.

The Directors view the future prospects of Cable and Wireless with great confidence.

DIVIDENDS

The offered Ordinary Shares will carry the right to the interim dividend of 3.5p per Ordinary Share in respect of the financial year ending 31st March, 1986. The Directors expect to recommend a final dividend of 8.0p, making the total dividend for the year 8.5p, compared with 7.8p last year, an increase of 22 per cent.

OFFER STATISTICS

Offer price per Ordinary Share	587p
Price/earnings multiple on earnings per Ordinary Share of 31.9p	18.4 times
Gross dividend yield at Offer price ^(a)	2.3 per cent.
Market capitalisation at Offer price	£2,981 million

Notes

(a) The price/earnings multiple is based on the Offer price and earnings per Ordinary Share for the year ended 31st March, 1985.

(b) The gross dividend yield is based on the Offer price and the dividend expected to be paid together with the associated tax credit in respect of the year ending 31st March, 1986.

DETAILS OF THE OFFER

THE OFFER

A total of 146,110,819 Ordinary Shares are being offered in the United Kingdom at a price of 587p per share, of which 300p is payable on application and 287p is payable by 7th March, 1986. Of these shares, 102,500,000 Ordinary Shares, representing 22.7 per cent. of the Company's existing issued ordinary share capital, are being offered for sale by HM Government. The remaining 43,610,819 shares are new Ordinary Shares being issued by the Company. All the 146,110,819 offered Ordinary Shares have been underwritten by four merchant banks.

In total the Company is issuing 55,433,314 new Ordinary Shares which will raise approximately £319 million net of expenses. Existing ordinary shareholders with UK registered addresses are being given preferential entitlements to acquire new Ordinary Shares on the basis of 1 new Ordinary Share for every 8 Ordinary Shares held by them at the close of business on 2nd December, 1985. HM Government has confirmed that it will not be taking up its preferential entitlement to 12,812,500 new Ordinary Shares. The Company has decided to offer those shares overseas, with 8,000,000 new Ordinary Shares being publicly offered in Japan and 4,812,500 new Ordinary Shares being privately placed in Canada. The Company intends to apply for a listing on the Tokyo Stock Exchange early in 1986.

Qualifying UK engaged employees and pensioners have a preferential entitlement to an appropriate of 3,000,000 Ordinary Shares. To the extent that preferential entitlements are not taken up, the additional shares will be available to the public. Further details of the arrangements for existing shareholders, and those for qualifying UK employees and pensioners, are set out in paragraphs 5 and 6 under "Additional Information".

SHARES AVAILABLE FOR THE PUBLIC

Depending upon the level of response, up to two thirds of the offered Ordinary Shares will be made available for applications from the public, including Cable and Wireless employees and pensioners and existing shareholders. Accordingly, invitations are being made to certain institutional investors and fund managers ("Priority Applicants") to apply for all of the offered Ordinary Shares on the basis that up to two thirds of the shares (97,407,213) can be recalled. They can be recalled as follows:

- up to 48,796,399 Ordinary Shares to meet demand from the public (including employees and pensioners);
- up to 43,610,814 new Ordinary Shares to satisfy demand from existing shareholders taking up their preferential entitlements; and
- a further 5,000,000 Ordinary Shares plus any not taken up by existing shareholders so that the total number subject to recall equals two thirds of the offered Ordinary Shares if valid applications from the public and the shareholders exceed 250,000 Ordinary Shares.

These arrangements have been designed to permit the number of shares available for the public to be increased in response to heavy demand.

DIVIDENDS

The offered Ordinary Shares will carry the right to the interim dividend in respect of the financial year ending 31st March, 1986, subject to registration following payment of the second instalment. Further details of the eligibility for and payment of the interim dividend are set out in "Allocation, dealing, listing and dividend arrangements".

HM GOVERNMENT

Following the Offer, HM Government will hold no shares in the Company except the Special Share. Details relating to the Special Share are set out in paragraph 4 under "Additional Information".

Prior to the registration of HM Government's Ordinary Shares in the names of purchasers under the Offer, HM Government does not intend to exercise its rights as an ordinary shareholder to intervene in the Company's commercial decisions, nor does it expect to vote its shares at general meetings of the Company in opposition to resolutions supported by a majority of the Directors, although it retains the right to do so.

THE PROSPECTUS

The offered Ordinary Shares are offered solely on the basis of the information and representations made, and subject to the terms and conditions set out, in the Prospectus. No other information given or representation made by any person should be relied upon (see paragraph (ix)(ii) under "Terms and conditions"). The rights and remedies attaching to the new Ordinary Shares and to HM Government's Ordinary Shares are referred to in paragraph 2 under "Additional Information" and the arrangements for application for such shares are described under "Procedure for application".

HISTORY AND BUSINESS

INTRODUCTION

Cable and Wireless is one of the world's leading international telecommunications groups. It provides to both businesses and domestic users telecommunication services which include telephone, telex, facsimile and data transmission. The Group makes extensive use of the most modern technology available. It operates in some 49 countries and employs over 24,000 people. Cable and Wireless provides external telecommunications for 36 countries and internal telecommunications in 16 countries; the bulk of the Group's profits are earned from these activities. The largest of its operations is in Hong Kong, where it provides both internal and external telecommunications.

It is Group policy not to manufacture equipment so as to benefit from access to leading technology from any part of the world at competitive prices. In its rapid expansion the Group is taking full advantage of the latest proven technology such as fibre-optic cable and digital electronics. This provides significantly greater capacity, higher quality and a wider range of services than was possible with earlier types of equipment.

The Directors have identified three principal areas for strategic expansion.

- The Pacific Basin, an area where economic activity is increasing significantly and where the Group is providing telecommunication services in the People's Republic of China in co-operation with the Chinese authorities.
- The United Kingdom, where it is building an entirely new network incorporating fibre-optic cable and digital electronics, and
- The United States, where it is developing a new network incorporating the most modern technology.

HISTORICAL BACKGROUND

The Company was formed in 1929 to implement the merger of British companies which had been among the pioneers of international telecommunications by submarine cable in the nineteenth century and also by radio in the twentieth century. By 1938, Cable and Wireless owned the world's most extensive international cable and radio network and operated in many Commonwealth and other countries.

In 1947 HM Government acquired all the shares in the Company. Around that time certain Commonwealth countries acquired their external telecommunication services from Cable and Wireless and the external services operated by the Company from the United Kingdom were transferred to the Post Office.

In 1981 the Company obtained a listing on The Stock Exchange in London when HM Government sold just under half of its shares. In 1983, HM Government reduced its holding to approximately 23 per cent through another offer for sale.

PERFORMANCE SINCE PRIVATISATION

Since privatisation in November, 1981 Cable and Wireless has grown substantially

	Year ended 31st March					Compound growth
	1981	1982	1983	1984	1985	per annum
	£m	£m	£m	£m	£m	1981-85
Turnover	295	359	418	673	862	31%
Profit before taxation	64	89	157	190	245	40%
Earnings per Ordinary Share	10.5p	11.4p	24.1p	25.1p	31.9p	32%

The high rates of growth in turnover reflect the increased use of telecommunication services worldwide, the rapid development of a new telephone service in the United States, a major turn-key contract in Saudi Arabia and the acquisition of the Hong Kong Telephone Company Limited ("Telco"). Almost 35 per cent of Telco was acquired in March, 1983 for £141 million mainly in the form of shares. In March, 1984 this holding was increased to 79 per cent, for £212 million in cash.

The high rates of growth in profit before taxation reflect the attention given by management to the generation of additional revenue and to cost control through the establishment of profit objectives for a newly decentralised management. The full impact of these measures was first reflected in results for the year to March, 1983. In 1984 and 1985 this was partially offset by high levels of expenditure on the implementation of the Group's development strategy. The acquisition of Telco increased revenue and costs in both these years.

The fall in sterling since 1981 increased both turnover and profit before taxation when expressed in sterling, this was particularly marked in the year ended 31st March, 1985.

THE BUSINESS OF CABLE AND WIRELESS

The turnover of Cable and Wireless (excluding associated companies) analysed according to business activity is as follows:

	Year ended 31st March				
	1981	1982	1983	1984	1985
	£m	£m	£m	£m	£m
Public telecommunications	182	222	277	495	684
Cableships	—	—	16	28	24
Projects	68	87	83	108	100
Equipment	36	41	42	44	51
	295	359	418	673	862

Public telecommunications The bulk of the Group's profits are earned from the provision of internal and external telecommunication services in many different countries. These services are provided principally by branches or subsidiary companies, but in eight territories services are provided by associated companies, the largest of which is in Bahrain.

Outside the United States, telecommunication services are generally operated under long-term licences issued by national governments. Such licences held by Cable and Wireless give it rights to install and operate its own systems and equipment. Of the six licences which have been reviewed since 1981, five have been renewed; the licence for Mauritius was not renewed but its government has paid the Company for the assets it has taken over. The most significant new licence to be obtained by the Group in recent years is in the United Kingdom.

Details of the locations of the Group's telecommunication operations are set out below.

Business Region	Interest per cent	Service External	Internal	Business Region	Interest per cent	Service External	Internal
Far East and South Pacific							
China (Shenzhen & Huayung)	48	—	—	Anguilla	100	—	—
Cook Islands	100	—	—	Antigua	100	—	—
Fiji	49	—	—	Barbados	85	—	—
Hong Kong	90	—	—	Belize	100	—	—
Hong Kong	75	—	—	Bermuda	100	—	—
Macau	75	—	—	British Virgin Islands	100	—	—
Philippines	40	—	—	Cayman Islands	100	—	—
Solomon Islands	51	—	—	Dominica	100	—	—
Tonga	100	—	—	Guatemala	100	—	—
Vanuatu	50	—	—	Jamaica	100	—	—
Middle East, Indian Ocean and Africa							
Ascension Island	100	—	—	Montserrat	100	—	—
Bahrain	40	—	—	St Kitts and Nevis	80	—	—
Diego Garcia	100	—	—	St Vincent	100	—	—
Falkland Islands	100	—	—	Tuvalu and Tokelau	100	—	—
Gibraltar	100	—	—	Turks and Caicos Islands	100	—	—
The Maldives	100	—	—	United States of America	100	—	—
St. Helena	100	—	—	* Except Electra Communications Corporation (26 per cent)			
Seychelles	100	—	—	United Kingdom			
Suez Canal	49	—	—				
Yemen Arab Republic	100	—	—	United Kingdom	100	—	—

Cable and Wireless supplies leased circuits to users for their exclusive use. It also supplies terminal equipment for the transmission of voice, data, image or text. The Group provides large international users such as airlines and banks with international managed networks offering high-speed, economic and reliable facilities from and to specified origins and destinations.

Cableships The Group owns a fleet of five cableships and operates submersible vessels. One cableship is used primarily to lay cables, the others primarily for maintenance and repair.

Projects The Group is engaged in a number of turn-key contracts, the most significant of which is the provision of a telecommunication system for the Saudi Arabian National Guard.

Equipment The Group sells, leases and maintains equipment, such as teleprinters, microcomputers and other terminals, primarily in the United States and Hong Kong.

BUSINESS REGIONS

The geographical spread of the Group's operations is illustrated by the following regional analysis of the Group's turnover and trading profit (excluding associated companies) for the five years ended 31st March, 1985.

	1981	1982	1983	1984	1985
	£m	£m	£m	£m	£m
Turnover	295	359	418	673	862
Far East and South Pacific	98	123	149	334	451
Middle East, Indian Ocean and Africa	63	58	61	63	84
Western Hemisphere	46	70	94	128	189
Projects, Cableships and Europe	68	108	114	148	137
United Kingdom	—	—	—	—	1
Trading profit	295	359	418	673	862
Far East and South Pacific	50	55	64	111	159
Pre-acquisition profit	—	—	—	(16)	—
Middle East, Indian Ocean and Africa	30	25	24	25	43
Western Hemisphere	13	18	26	26	43
Projects, Cableships and Europe	6	10	23	24	25
United Kingdom	4	4	9	14	11
Central and corporate costs	73	85	122	157	236
	(19)	(23)	(14)	(17)	(19)
	54	62	106	140	207

* Note: First year reflecting the acquisition of Telco

The following sections provide further information on those areas in which the Group operates, including those which are currently significant (Hong Kong and Bahrain) and those which are significant in the Company's plans (the United Kingdom, the United States and China).

Hong Kong Almost all of the trading profits in the Far East and South Pacific region have arisen from the operation of international and domestic telecommunications through Cable and Wireless (Hong Kong) Limited ("CWL") and Telco and its subsidiaries. CWL and Telco operate under licences from the Hong Kong Government expiring in 2006 and 1985 respectively.

Other Group companies, including Communication Services Limited, sell telecommunication equipment and provide data transmission and other specialised services. These companies have experienced strong demand and show marked increases in annual profit.

Telco's licensed telephone operation is subject to a scheme of control which limits the annual return on shareholders' funds to 16 per cent after taxation. However, 20 per cent of any surplus over this rate of return may be capitalised by Telco in the form of bonus share issues. The balance of 50 per cent is retained in a development fund and is available for transfer to the profit and loss account when the annual return on shareholders' funds is less than 16 per cent.

Under the agreement concluded in 1984, HM Government will restore Hong Kong to the People's Republic of China in 1997. This agreement provides, *inter alia*, for the continuation of the existing economic system until the year 2047.

Bahrain The Company owns 40 per cent of the Bahrain Telecommunications Company which it manages under a contract initially for five years from 1981 and thereafter determinable by 12 months' notice. It receives a management fee from that company.

United Kingdom In the last five years changes in the regulatory framework for telecommunications have been introduced in the United Kingdom, one of the objectives of which is the introduction of competition. Cable and Wireless is taking advantage of these changes through Mercury Communications Limited ("Mercury"), a wholly owned subsidiary. Mercury operates under a licence issued by HM Government in 1984 for a minimum term of 25 years. HM Government has made it clear that it does not intend to license any national public telecommunications networks other than those of Mercury and British Telecommunications plc ("BT") before November, 1990. The position will then be reviewed.

HM Government has recently published consultative proposals on increasing competition in the provision of data telecommunication services. Under these proposals the provision of physical links between premises and voice telephony services using those links will continue to be reserved to Mercury and BT but the supply of other telecommunications using those links will be open to competition.

Mercury has the opportunity to establish itself as the principal competitor to BT. Because it is constructing a new network, Mercury is in a position to install only the latest equipment using digital technology to offer better quality, faster and more secure services than are possible over a conventional telephone network, coupled with the ability to integrate different forms of communications, from speech to high speed computer data or television.

Mercury's new United Kingdom telecommunication system is based on an optical fibre trunk network 900km in length, initially in the shape of a figure of eight linking major population centres. The network will be extended in due course. Mercury is also installing fibre-optic cable in a network of ducts 230km in length in central London acquired earlier this year. In addition to the basic network, international services are available using Atlantic and Indian Ocean satellites.

Private circuits, both domestic and international, are already in use for Mercury's business customers. HM Government's regulatory agency, the Office of Telecommunications (OfTel), has recently announced the terms under which the Mercury and BT networks will be interconnected. As a result Mercury's customers will be able to make telephone calls to all parts of the United Kingdom and abroad, with the benefits accruing from Mercury's modern trunk network. This is of considerable significance for the development of competition in telecommunications in the United Kingdom and for the long term growth of Mercury as a substantial new force in the United Kingdom.

United States of America In the United States, the largest and most advanced telecommunications market in the world, a court decision in 1982 permitted the connection of terminal equipment to the AT&T network. In 1984, the break up of AT&T into seven regional operating companies together with the right to obtain equal access to their facilities created opportunities for the development of new telecommunication networks.

The Company is establishing a digital network in the eastern half of the United States which is technically similar to the Mercury network in the United Kingdom. This is being achieved by a mixture of constructing, leasing and buying the appropriate capacity.

China Cable and Wireless is involved in setting up and expanding telecommunication systems in China in conjunction with the Chinese authorities. In 1983, two joint venture companies were established and more recently two feasibility studies have been commissioned. Hong Kong is the principal destination for external calls from the southern provinces of China and from the Shanghai area. Direct dialling between some of these areas and Hong Kong was introduced by the Chinese authorities and Cable and Wireless last year. There has been a significant increase in traffic between China and Hong Kong which is an indication of the potential in the future as the communications infrastructure of China is developed.

FACTORS AFFECTING THE GROUP

Like other major international groups, Cable and Wireless can be affected by economic and political events and other developments in any part of the world in which it operates. As the great majority of its business is overseas, the Group's results expressed in sterling will continue to be highly sensitive to changes in exchange rates. The book value of the Group's investments overseas when expressed in sterling is also affected by movements in exchange rates.

Under the Telecommunications Act 1984, HM Government has power to give directions to public telecommunications operators in the interests of national security or international relations.

The Manifesto of the Labour Party for the last General Election, published in May, 1983, declared an intention to renationalise public assets which had been denationalised, with compensation of no more than that received by the Government when the assets were denationalised. The Manifesto also contained a reference to the desirability of British telecommunications, including Mercury, being under HM public control.

The 1983 Labour Party Conference passed a resolution calling for denationalised industries' "immediate return to State ownership after the election of the next Labour Government on the basis of the price at the time of purchase—and for this to be included as part of the Labour Manifesto".

INTERIM RESULTS AND PROSPECTS

INTERIM RESULTS

The interim results for the six months to 30th September, 1985 are set out under "Summarised financial information" below and show profit before taxation of £136 million, an improvement of 28 per cent over the £106 million for the equivalent period in the previous year. These results indicate the progress which the Group has made in the first half of the current year. Trading in the second half continues to be satisfactory. The Directors expect to recommend a final dividend of 6.0p, making the total dividend for the year 9.5p compared with 7.8p last year, an increase of 22 per cent.

PROSPECTS

The Directors believe that the long term prospects of Cable and Wireless are very good because of the expected market growth in telecommunications, the improving technology available and the favourable strategic position of the Group.

Market growth The demand for national and international telecommunications is continuing to grow. Businesses, whether they operate internationally or domestically, demand sophisticated, reliable and fast communications. People travel more and increasingly communicate using one of the simplest and quickest means available, the telephone. Telecommunications systems are also used more and more for both national and international transmission of television programmes.

Improving technology Telecommunications technology is rapidly developing. For example, the commercial uses of fibre-optic cable and digital technology together make communication easier, faster, cheaper and of higher quality.

Strategic position Cable and Wireless is already located globally in strategically important areas from which it can both stimulate and capture telecommunications growth. It has the ability to expand within the three areas it has identified as the most relevant to significant future growth, the Pacific Basin, the United Kingdom and the United States. The Directors will continue to refine their strategy, and will add new areas as appropriate. They will act decisively and quickly to seize new business opportunities as they arise.

The future in the United Kingdom, the recently published OfTel determination on the method of, and charging for, the interconnection of the Mercury and BT networks is significant for the growth of Mercury. In addition, the Group is planning to connect the United Kingdom and the United States with two fibre-optic cables laid under the Atlantic Ocean. The first cable should be in use in 1989. It will strengthen the ability of the Group to fulfil one of its objectives which is to offer, as a single source provider, economic and reliable telecommunications to international businesses.

The additional funds to be raised will eliminate net borrowings and in the short term will be invested to provide the maximum flexibility to allow the Directors to move quickly in seizing the opportunities which accrue with the strategy of the Group. This will enable the Group to continue to realise its potential for growth in both the medium and long term, containing the record of achievement since its return to the private sector.

The performance of Cable and Wireless since privatisation in November, 1981 reflects the Directors' success in pursuing their policy of profitable growth for the Group.

The Directors view the future prospects of Cable and Wireless with great confidence.

SUMMARISED FINANCIAL INFORMATION

CONSOLIDATED PROFIT AND LOSS ACCOUNTS

The consolidated profit and loss accounts of Cable and Wireless based on its published audited accounts for the five years to 31st March, 1985 are as follows:

	Notes	1981	1982	1983	1984	1985
		£m	£m	£m	£m	£m
Turnover		295	359	418	673	862
Total trading profit		54	62	108	156	207
Pre-acquisition profit	2	—	—	—	(16)	—
Trading profit		54	62	108	140	207
Associated companies		4	8	22	24	34
Net interest and other income		6	19	27	26	4
Profit on ordinary activities before taxation		64	89	157	190	245
Taxation		23	37	48	59	73
Profit on ordinary activities after taxation		41	52	109	131	172
Minority interests		—	7	11	18	28
Profit before extraordinary items		41	59	120	149	200
Extraordinary items	3	(68)	55	98	113	(14)
Profit/(loss) for the financial year		(27)	101	98	113	142
Earnings per Ordinary Share (pence)		10.5	11.4	24.1	25.1	31.9
Dividends per Ordinary Share (pence)		4.2	4.4	5.5	6.5	7.8
Dividend cover before extraordinary items (times)		3.2	2.5	4.1	3.8	4.1

The figures for earnings and dividends per Ordinary Share for the three financial years to 31st March, 1985 have been adjusted appropriately to take account of subsequent share issues.

CONSOLIDATED NET ASSETS

The consolidated net assets of Cable and Wireless based on its published audited accounts for the two years to 31st March, 1985 are as follows:

	Notes	1984	1985
		£m	£m
Fixed assets	1 & 4	593	817
Tangible assets	5	122	155
Investments		715	972
Net current assets	1 & 6	29	32
Stocks and long term contracts		29	32
Debtors		184	258
Deposits and cash		494	498
Creditors		(258)	(301)
Loans, obligations under finance leases and overdrafts		(148)	(86)
		88	91
Creditors falling due after more than one year		(132)	(235)
Loans and obligations under finance leases	1 & 7	(50)	(44)
Deferred taxation		(53)	(38)
Other creditors and provisions		(248)	(321)
Net assets		557	732
Minority interests		(79)	(106)
Net assets attributable to shareholders		478	626

STATEMENTS OF SOURCE AND APPLICATION OF FUNDS

The consolidated statements of source and application of funds of Cable and Wireless based on its published audited accounts for the five years to 31st March, 1985 are as follows:

	1981	1982	1983	1984	1985
	£m	£m	£m	£m	£m
Source of funds*					
Profit before tax less minority interests	64	82	146	172	215
Depreciation and other non-cash items	35	30	37	20	67
Proceeds of disposal of Hong Kong and Bahrain	—	164	—	—	—
Share issues	—	35	118	—	6
Loans	4	4	(2)	99	94
Other items	2	10	15	22	57
	105	325	314	313	439
Application of funds*					
Dividends paid	13	17	11	34	32
Tax paid	19	30	71	36	51
Purchase of fixed assets	81	92	78	113	241
Purchase of finance leases	1	61	40	10	14
Acquisition of interest in Telco (1985 Mercury)	—	—	141	212	37
Payment to subsidiary's pension fund	—	—	—	—	41
Increase/(decrease) in working capital	(1)	10	(3)	2	(4)
	113	210	335	407	412
Increase/(decrease) in net liquid funds	(8)	115	(24)	(94)	27
		1982	1984	1985	
		£m	£m	£m	
Effects of major acquisitions and disposals		(96)	237	43	
Fixed and current assets		4	(57)	4	
Net current assets		—	(48)	—	
Minority interests		(57)	174	11	
Prepayment/(surplus) on acquisition/(disposal)		(15)	—	3	
Other		(164)	353	61	
Consideration paid/(received)		(164)	212	37	
Reclassification of investment in associates		(184)	253	61	

PRINCIPAL ACCOUNTING POLICIES AND NOTES

1. Principal accounting policies

Dated 31st December, 1963.

PROCEDURE FOR APPLICATION

1. APPLICATION FORM

If you wish to apply for offered Ordinary Shares, you should complete an application form. These existing shareholders exercising their preferential entitlements will be allocated new Ordinary Shares and employees and pensioners exercising their preferential entitlements referred to in paragraph 6 of "Additional Information" will be allocated shares from HM Government's shareholding but an applicant on a Public Application Form may be allocated Ordinary Shares forming part of HM Government's shareholding and/or new Ordinary Shares, as HM Government and the Company may in their absolute discretion jointly determine.

YOU MAY APPLY ONLY ONCE ON A PUBLIC APPLICATION FORM. Any suspected multiple applications on Public Application Forms will be rejected. The terms and conditions of the Offer contain a warranty that you have applied only once on a Public Application Form. Multiple applications on Public Application Forms made by you or on your behalf could result in the institution of proceedings for a criminal offence. Photocopies will not be accepted in any circumstances. This does not prohibit joint applications, provided each of the joint applicants has not made any other application on a Public Application Form. More than one application is permitted by a trustee or a nominee, provided that in each case the resulting beneficial owner is a different person.

2. PAYMENT

The right is reserved to present all cheques or bankers' drafts for payment on receipt by the receiving bank but this will be avoided as far as practicable in respect of applications for which it is not expected to make an allocation unless a multiple application is suspected. By completing an application form you agree to pay the second instalment on the offered Ordinary Shares allocated to you by not later than 3 pm on 7th March, 1986 and in the case of payments for sums of £10,000 or more for value by such time. Failure to pay that instalment may result in the relevant shares being forfeited and the allocation being cancelled. If you dispose of shares prior to payment of the second instalment and a subsequent holder fails to meet this commitment, you will be liable to pay the second instalment and thereupon become, under the terms of the Offer, the registered holder of the shares (although you may, in certain circumstances, be required to transfer the shares out of your name against reimbursement of the second instalment).

ALLOCATION, DEALING, LISTING AND DIVIDEND ARRANGEMENTS

1. SUCCESSFUL APPLICATIONS

The basis on which applications have been accepted will be announced as soon as possible after the application list closes. If there has been a heavy demand for shares, you may receive fewer than you applied for. If you are successful in whole or in part you will be sent, shortly after the announcement, a renounceable letter of acceptance (a temporary document of title) for the offered Ordinary Shares allocated to you.

2. ALLOCATION

It is intended that, so far as possible, allocations will be made to a broad range of applicants and that successful applicants will not be allocated fewer shares than the minimum number which can be applied for under the Offer. In the event of a heavy demand, shares will not be allocated to applicants who, having regard to the interest forgone as a result of the cashing of application cheques, would be likely to be disadvantaged.

3. UNSUCCESSFUL OR PARTIALLY SUCCESSFUL APPLICATIONS

The right is reserved to reject, in whole or in part, any application. No allocation will be made to any person (or to any person believed to be associated with him) which would result in that person and any associated person acquiring more than 10 per cent of the offered Ordinary Shares. If your application is not accepted, all money paid on application will be returned (without interest) and, if your application is accepted in part, the balance of the money paid on application will be returned (without interest). Money will be returned as soon as practicable after the announcement of the basis of allocation. It will be sent by post at the risk of the applicant(s) concerned.

4. DEALING AND LISTING

It is expected that listing will be granted for the new Ordinary Shares on 8th December, 1985. It is expected that renounceable letters of acceptance will be posted to successful applicants on or about 18th December, 1985. Dealings in the renounceable letters of acceptance are expected to start on 13th December, 1985. Dealings prior to receipt of renounceable letters of acceptance will be at the risk of applicants. A person so dealing must recognise the risk that an application may not have been accepted to the extent anticipated or at all. Arrangements have been made for registration by the Company, following payment of the second instalment, free of UK stamp duty and registration fees, in the names of purchasers or persons in whose favour renounceable letters of acceptance are duly renounced, provided that, in the case of renunciation, renounceable letters of acceptance (duly completed in accordance with the instructions contained therein) are lodged for registration by 3 pm on 7th March, 1986. Share certificates will be despatched on or about 18th April, 1986.

5. UNITED STATES OF AMERICA

The renounceable letters of acceptance issued in connection with the Offer and the offered Ordinary Shares have not been and will not be registered under the Securities Act of 1933, as amended, of the United States. Accordingly, they may not be offered, sold, renounced or transferred directly or indirectly, in the United States or to or for the benefit of any US person or to any person purchasing them for resale, renunciation or transfer in the United States or to or for the benefit of any US person as part of the distribution of the renounceable letters of acceptance and the offered Ordinary Shares. "United States" means the United States of America, its territories and possessions. "US person" means any national or resident of the United States or the estate thereof, or partnership or other entity created or organised in or under the laws of the United States or any political subdivision thereof. Persons submitting renounceable letters of acceptance for registration will be deemed to undertake with HM Treasury and the Company that the offered Ordinary Shares to be registered in their name are not acquired for the account of a US person nor with a view to their resale or transfer in the United States.

E. DIVIDEND

Upon payment of the second instalment and subsequent registration, the offered Ordinary Shares will carry the right to the interim dividend of 3.5p per Ordinary Share in respect of the financial year ending 31st March, 1986. This dividend will be paid to those persons in whose names the offered Ordinary Shares are first registered following the Offer. It is expected that this dividend will be paid on or about 18th April, 1986.

TERMS AND CONDITIONS

(a) Acceptance of applications will be conditional upon (i) permission being granted for the new Ordinary Shares to be admitted to the Official List of The Stock Exchange (subject to announcement of the basis of allocation) and (ii) dealings in the renounceable letters of acceptance being authorised by the Council of The Stock Exchange (either subject to announcement of the basis of allocation or unconditionally). In each case not later than 13th December, 1985 (and at any time prior thereto your renounceable letter may be presented for payment in which event it will be kept by a receiving bank in a separate bank account). If these conditions are not satisfied your money will be returned (without interest).

(b) It is a condition of the Offer that the provisions relating to termination of the Underwriting Agreement referred to in paragraph 12(a) of "Additional Information" are not implemented.

(c) Any contract made by acceptance (whether in whole or in part) of any application shall constitute a separate contract for the purchase or subscription of each of the offered Ordinary Shares, and these terms and conditions shall be construed accordingly.

(d) Save where the context otherwise requires, terms defined in the Prospectus bear the same meaning when used herein or in application forms.

(e) The offered Ordinary Shares will be registered by the Company, subject to payment of the second instalment (and of any applicable stamp duty or tax other than United Kingdom stamp duty), in the names of successful applicants or persons in whose favour renounceable letters of acceptance have been effectively renounced, without the cost of United Kingdom stamp duty being payable by such persons provided that, in the case of renunciation, letters of acceptance (duly completed in accordance with the instructions contained therein) are lodged for registration not later than 3 pm on 7th March, 1986.

(f) By completing and delivering an application form, you offer to acquire from HM Treasury and/or the Company the number of offered Ordinary Shares specified in your application form (or such smaller number for which the application is accepted) on the terms of, and subject to the conditions set out in, the Prospectus and subject to the Memorandum and Articles of Association of the Company.

(g) you will accept such Ordinary Shares as may be allocated to you in accordance with the provisions contained in "Allocation, dealing, listing and dividend arrangements".

(h) The offered Ordinary Shares will be accepted and/or a cheque for any money returnable by post at your risk to the address of the person (or the first named person) named in your application form and to procure that your name (and the name(s) of any other joint applicant(s)) is/are placed on the register of members of the Company in respect of such Ordinary Shares the entitlement to which has not been effectively renounced.

(i) agree that, in consideration of HM Treasury and the Company agreeing that they will not, prior to 13th December, 1985 offer to acquire from HM Treasury and/or the Company the number of offered Ordinary Shares to any person other than by means of the procedures and arrangements referred to in the Prospectus, your application cannot be revoked until 31st December, 1985 and that this paragraph shall constitute a collateral contract between you, HM Treasury and the Company which will become binding upon despatch to or receipt by the relevant receiving bank of your application.

(j) warrant that your renounceable letter will be honoured on first presentation;

(k) agree:

(1) that time shall be of the essence of the contract constituted by acceptance of your application;

(2) to pay or procure to be paid by not later than 3 pm on 7th March, 1986 the second instalment of 287p per Ordinary Share payable in respect of those offered Ordinary Shares for which your application is accepted, payments for sums of £10,000 or more should be for value by such time; and

(3) that failure to make such payment by such time (and, in the case of payments for sums of £10,000 or more, for such value) will render the previous payment liable to forfeiture and will constitute a fundamental breach and repudiation of the contract constituted by acceptance of your application which HM Treasury and/or the Company, as the case may be, will be entitled to accept as bringing the contract to an end and which will render you liable to pay to HM Treasury and/or the Company, as the case may be, by way of damages, full compensation for all loss and damage (including any consequential loss and wasted expenditure) suffered as a result of the breach.

(l) agree that each sale of HM Government's Ordinary Shares and each subscription of new Ordinary Shares by you or for your benefit, whether or not such sale or subscription is made by means of the procedures and arrangements referred to in the Prospectus, your application cannot be revoked until 31st December, 1985 and that this paragraph shall constitute a collateral contract between you, HM Treasury and the Company which will become binding upon despatch to or receipt by the relevant receiving bank of your application.

(m) warrant that only one application has been made by you or on your behalf on a Public Application Form.

(n) agree that all applications, acceptances of applications and contracts resulting therefrom under the Offer shall be governed by and construed in accordance with the laws of England;

(o) warrant that, if you sign an application form on behalf of somebody else, you have due authority to do so;

(p) agree that any letter of acceptance and any moneys returnable may be held pending clearance of your payment;

(q) agree that, in respect of those offered Ordinary Shares for which your application has been received and is not rejected, acceptance of your application shall be constituted, at the election of HM Treasury and the Company, either (a) by notification to The Stock Exchange of the basis of allocation (in which case such acceptance shall be on that basis) or (b) by notification of acceptance thereof to National Westminster Bank PLC;

(r) confirm that, in making your application, you are not relying on any information or representation in relation to Cable and Wireless other than such as may be contained in the Prospectus and accordingly you agree that you, not HM Government, not HM Treasury, not I. Henry Schroder, Waggs & Co. Limited, nor Kleinwort, Benson Limited, nor any person responsible for the Prospectus or any part of it shall have any liability for any such other information or representation; and

(s) warrant that you are not a US person and that you are not making an application on behalf of, or with a view to the sale, renunciation or transfer of any renounceable letter of acceptance or offered Ordinary Shares to a US person.

COPIES OF THE PROSPECTUS MAY BE OBTAINED FROM:

All UK branches of National Westminster Bank PLC and Bank of Scotland

The main branches of Barclays Bank PLC and Midland Bank plc

The stockbrokers listed below

The underwriters listed below

Barclays Bank PLC
Barclays Bank PLC
14 Bank Street
Cardiff CF1 1QS
0552 460000

Bank of Scotland
Bank of Scotland
14 Bank Street
Cardiff CF1 1QS
0552 460000

Midland Bank plc
Midland Bank plc
14 Bank Street
Cardiff CF1 1QS
0552 460000

Barclays Bank PLC
Barclays Bank PLC
14 Bank Street
Cardiff CF1 1QS
0552 460000

Bank of Scotland
Bank of Scotland
14 Bank Street
Cardiff CF1 1QS
0552 460000

Midland Bank plc
Midland Bank plc
14 Bank Street
Cardiff CF1 1QS
0552 460000

Barclays Bank PLC
Barclays Bank PLC
14 Bank Street
Cardiff CF1 1QS
0552 460000

Bank of Scotland
Bank of Scotland
14 Bank Street
Cardiff CF1 1QS
0552 460000

Midland Bank plc
Midland Bank plc
14 Bank Street
Cardiff CF1 1QS
0552 460000

INSTRUCTIONS FOR DELIVERY OF YOUR APPLICATION FORM

YOU MUST ENSURE THAT YOUR APPLICATION FORM AND PAYMENT ARRIVE NOT LATER THAN 10 AM ON 11th DECEMBER, 1985

Either send it by post or take it by hand according to the first letter of your surname (or corporate name) shown in Box 4 as:

A-E Cable and Wireless Office, National Westminster Bank PLC, New James Department, P.O. Box 125, 24 George Street, Liverpool L3 5JF, 051 496 1511

F-J Cable and Wireless Office, Barclays Bank PLC, New James Department, P.O. Box 125, 24 George Street, Liverpool L3 5JF, 051 496 1511

K-S Cable and Wireless Office, Bank of Scotland, New James Department, P.O. Box 125, 24 George Street, Liverpool L3 5JF, 051 496 1511

T-Z Cable and Wireless Office, Midland Bank plc, Stock Exchange Services Department, Market Street, Liverpool L3 5JF, 051 496 1511

OR take it by hand to any of the addresses listed below (irrespective of the first letter of your surname):

Barclays Bank PLC
Barclays Bank PLC
14 Bank Street
Cardiff CF1 1QS
0552 460000

Bank of Scotland
Bank of Scotland
14 Bank Street
Cardiff CF1 1QS
0552 460000

Midland Bank plc
Midland Bank plc
14 Bank Street
Cardiff CF1 1QS
0552 460000

Barclays Bank PLC
Barclays Bank PLC
14 Bank Street
Cardiff CF1 1QS
0552 460000

Bank of Scotland
Bank of Scotland
14 Bank Street
Cardiff CF1 1QS
0552 460000

Midland Bank plc
Midland Bank plc
14 Bank Street
Cardiff CF1 1QS
0552 460000

HOW TO COMPLETE AND DELIVER THE PUBLIC APPLICATION FORM

1 Insert in Box 1 (in figures) the number of Ordinary Shares for which you are applying. Applications must be for 50 Ordinary Shares or in one of the following multiples:

- for not more than 1,000 shares, in a multiple of 50 shares.
- for more than 1,000 shares, but not more than 2,000 shares, in a multiple of 100 shares.
- for more than 2,000 shares, but not more than 5,000 shares, in a multiple of 200 shares.
- for more than 5,000 shares, but not more than 20,000 shares, in a multiple of 500 shares.
- for more than 20,000 shares, but not more than 50,000 shares, in a multiple of 1,000 shares.
- for more than 50,000 shares, in a multiple of 10,000 shares.

2 Put in Box 2 (in figures) the amount you pay now. The amount you pay now is 300p per Ordinary Share. The second instalment of 287p is payable by 3 pm on 7th March, 1986.

Examples

Number of Ordinary Shares	Amount you pay now	Second instalment	Your total investment
50	£150	£143.50	£293.50
100	£300	£287	£587
150	£450	£430.50	£880.50
200	£600	£574	£1,174
250	£750	£717.50	£1,467.50
500	£1,500	£1,435	£2,935
1,000	£3,000	£2,870	£5,870
2,000	£6,000	£5,740	£11,740
5,000	£15,000	£14,350	£29,350
20,000	£60,000	£57,400	£117,400
50,000	£150,000	£143,500	£293,500

3 Sign and date the Application Form in Box 3.

The Application Form may be signed by someone else on your behalf (and/or on behalf of any joint applicant(s)) if duly authorised to do so, but the power(s) of attorney must be enclosed for inspection. A corporation should sign under the hand of a duly authorised official whose representative capacity must be stated.

4 Put your full name and address in BLOCK CAPITALS in Box 4.

5 You must pin a single separate cheque or bankers' draft to your completed Application Form. Your cheque or bankers' draft must be made payable to "National Westminster Bank" for the amount payable on application and should be crossed "C and W Offer".

No receipt will be issued for this payment, which must be solely for this application. Your cheque or bankers' draft must be drawn in sterling on an account at a branch (which must be in the United Kingdom, the Channel Islands or the Isle of Man) of a bank which is either a member of Cheque and Credit Clearing Company Limited or the Committee of Scottish Clearing Bankers or which has arranged for its cheques and bankers' drafts to be presented for payment through the clearing facilities provided for the members of that Company or that Committee (and must bear the appropriate sorting code number in the top right hand corner).

An application may be accompanied by a cheque drawn by someone other than the applicant(s), but any moneys to be returned will be sent by crossed cheque in favour of the person named in Box 4.

6 You may apply jointly with other persons (all of whom must be aged at least 18). If you do so, you must arrange for the Application Form to be completed by or on behalf of each joint applicant (up to a maximum of three, other than the first applicant). Their full names and addresses should be put in BLOCK CAPITALS in Box 6.

7 Box 7 must be signed by or on behalf of each joint applicant (other than the first applicant who should complete Box 4 and sign in Box 3).

If anyone is signing on behalf of any joint applicant(s), the power(s) of attorney must be enclosed for inspection.

★ You must send the completed Application Form by post, or deliver it by hand, to the appropriate address shown above the Application Form so as to be received not later than 10 am on 11th December, 1985.

If you post your Application Form, you should use first class post and allow at least two days for delivery. To assist the speedy delivery of your Application Form, you should address your envelope "CABLE AND WIRELESS OFFER" followed by the address indicated above the Application Form.

Applications may not be made by persons under the age of 18.

YOU MAY APPLY ONLY ONCE ON A PUBLIC APPLICATION FORM

Cable and Wireless plc

PUBLIC APPLICATION FORM

I/We offer to acquire

Ordinary Shares

1

in Cable and Wireless plc at 587p per share on the terms and conditions set out in the Prospectus dated 3rd December, 1985

and I/we attach a cheque or bankers' draft for the amount now payable of

£

2

Dated

Signature

3

Warning: criminal proceedings may be instituted if you make more than one application on a public application form, whether in your name or some other name, or if you authorise such applications to be made on your behalf.

PLEASE USE BLOCK CAPITALS

Mr Mrs Ms Miss or title Forename(s) (in full)

Surname

Address (in full)

4

Postcode

Pin here your cheque/bankers' draft for the amount in Box 2 made payable to "National Westminster Bank" and crossed "C and W Offer".

5

Fill in this section only when there is more than one applicant. The first or sole applicant should complete Box 4 and sign in Box 3. Insert below only the names and addresses of the other joint applicants, each of whose signatures is required in Box 7.

PLEASE USE BLOCK CAPITALS

Mr Mrs Ms Miss or title Forename(s) (in full)

Surname

Address (in full)

6

Postcode

Signature

Signature

Signature

7

Those claiming commission or reimbursement of commission should stamp both boxes applicable to them (see paragraph 13(c) under "Additional Information")

Stamp of person claiming commission and VAT registration number	Stamp of other intermediary claiming reimbursement of commission and VAT registration number	Stamp of person claiming commission and VAT registration number	Stamp of other intermediary claiming reimbursement of commission and VAT registration number
(If not registered for VAT, put "None")	(If not registered for VAT, put "None")	(If not registered for VAT, put "None")	(If not registered for VAT, put "None")
Acceptance No.	Shares accepted	Acceptance No.	Shares accepted
Commission calculated	Commission calculated	Commission calculated	Commission calculated

DAILY DIVIDEND

Claimants should ring 0254-53272

Claimants should ring 0254-53272

[illegible]

138	Latin Europe	128		14.2	7.6	37
139	Latin America	110	-5	18.3	18.6	35
140	Ukraine	200	-			
OVERSEAS TRADERS						
131	Argos Incorporated	120	•	17.8	7.9	8.5
132	Barclay's	220	•	11	7.1	13.1
133	First City	191	•	20.7	7.1	8.5
134	First City Leases	91	•	18.8	8.7	8.5
135	Industrial Credit	191	•	18.8	8.7	8.5
136	Industrial Credit	233	•	22.6	10.1	13.7
137	Industrial Credit	233	•	22.6	10.1	13.7
138	Industrial Credit	233	•	22.6	10.1	13.7
139	Industrial Credit	233	•	22.6	10.1	13.7
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148	Industrial Credit	233	•	22.6	10.1	13.7
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254	Industrial Credit	233	•	22.6	10.1	13.7
255	Industrial Credit	233	•	22.6	10.1	13.7
256	Industrial Credit	233	•	22.6	10.1	13.7
257	Industrial Credit	233	•	22.6	10.1	13.7
258	Industrial Credit	233	•	22.6	10.1	13.7
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333	Industrial Credit	233	•	22.6	10.1	13.7
334	Industrial Credit	233	•			

113	Cropper (James)	200	-3	3.5	1.8	11.1
148	DRG	215	-1	11.8	3.5	19.2
150	Greenhouse Pulp	420	-8	11.8	3.5	19.2
350	Flint Design	495	-5	8.0	2.0	36.4
54	Geers Group	140	•	13.3	3.7	5.4
136	Good Roads	140	•	13.3	3.7	5.4
138	Low-S&P Inc	343	•	8.6	2.3	22.7
139	McCorquodale	145	-3	8.1	2.5	27.7
66	Morm Offshore	191	•	4.9	2.2	66.6
67	North Corp	133	•	4.1	3.2	16.5
22	Ogilvy & Mather	127.7	•	6	•	32.1
27	Oliver Paper	34	-18	15.7	2.1	17.3
183	Orinco Sales	795	•	9.0	2.7	3.3
187	D & S Jr. Inc	117	•	9.0	2.7	3.3
72	Sam's Little	187	•	7.4	4.4	11.3
105	Shaw-Walker	210	•	7.4	4.4	11.3
28	Wmcs	44	•	11.3	10.3	10.3
435	Washington LJ	585	+5	34.3	9.9	11.5
225	Wilmington	286	•	6.9	3.1	12.7

[illegible][illegible][illegible]

17	Mensery Docks	436					
128	Casual Transports	162					1.1
328	P & R Ltd	27*	●	-2	8.4	46	13.3
328	Woolmark (Woolmark)	270	●	-1	20.0	46	13.3
295	Turnbull Scott	370			12.9	9.2	36.2

SHOES AND LEATHER							
198	Fl	339	●	..	8.0	3.0	11.7
171	Carroll Brogs	182			3.1	7.2	1.4
31	Hardman Sams	35	●	+1	3.1*	9.7	8.3
69	Hardman Sams	70			4.2	3.2	11.8
61	Hardman & Brunton	70			4.4	3.2	11.8
46*	Playo	94			5.8	6.1	6.8
118	Shoemakers & Fether	178	●	-2	16.7	6.2	16.7
142	Sights	178			5.8	6.3	22.0

TEXTILES					
280	Apical Tact	425	0	17.0%	42
281	Alkali Size	140	0	42	36.1
282	Battle Jacket	110	0	52	7.3
283	Bacterium (A)	100	0	60	7.3
1074	Beach Towel	132	0	86.6	7.2
62	Bleach	100	0	7.9	10.5
284	Cloth Pattern	181	0	8.2	10.5
285	Cotton	100	-1	21	7.8
286	Crown (A)	86	0	5.1	25.1
287	Crown (B)	86	0	5.1	25.1
288	Denim	100	0	5.1	25.1
289	Denim	100	-1	8.6	12.9
290	Deni Suit	142	0	4.3	10.0
291	Dora Bell	60	0	5.5	6.1
292	Dora Bell	60	0	5.5	6.1
293	Drummond	100	0	7.9	7.3
294	Drummond	100	0	7.9	7.3
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296	Drummond	100	0	7.9	7.3
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523	Drummond	100	0	7.9	7.3
524	Drummond	100	0	7.9	7.3
525	Drummond	100			

	BAT	SP	SP	SP	SP
85	273	-5	18.7	5.8	5.7
86	282	-1	12.2	5.2	5.2
87	125	-1	9.1	7.3	4.4

dividends, a Ex. all in Foreign dividends, a Corrected
an Intermittent payment between a Price at suspension
and yield exclude a serial payment, it But for
the Pre merger decline in Foreign earnings, it
distribution, F.Y. rights, a Ex. serial or their split
of Price adjusted for late dealings, ... No significant

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London

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£8,500/9,000

An experienced secretary is required by the Assistant Secretary (Scientific and Operational) of the Water Authorities Association.

The work is varied and interesting, involving organisations and people both inside and outside the water industry. Accurate typing and shorthand are required and also experience with word processors (Wordplex is preferred).

Water services in England and Wales are managed by 10 water authorities whose central representative body is the Water Authorities Association, responsible for the co-ordination of joint action by water authorities.

Applicants should write with a detailed CV and a daytime telephone number to the: Administration Officer, Water Authorities Association, 1 Green Anne's Gate, London SW1H 9ST.

Closing date 19 December 1985.

WATER AUTHORITIES ASSOCIATION

HOUSING Unit Administrator/Secretary

£8,148 - £8,961 incl.

Are you an experienced Secretary looking to step into administration?

We are looking for someone with enthusiasm and drive to work in a busy office at the centre of the Council's Housing Service.

As well as providing secretarial support for the Director of Housing and his central office, the person appointed will have the opportunity to organise the overall administrative services and systems for the office.

You will need to have good general secretarial/administrative experience and the ability to work under pressure with the minimum direction.

Application forms from London Borough of Hammersmith and Fulham (Personnel), Town Hall Annex, King Street, London W5 3JU, telephone 01-741 0904 (24 hour answering service) quoting reference H.A. Closing date: 19th December, 1985.

Hammersmith & Fulham
An Equal Opportunity Employer

CHAIRMAN'S SECRETARY, SW1

The small head office of a substantial British Public Company is returning to London after some years in the Thames Valley and will be accommodated in a self-contained period building in SW1.

The company wishes to appoint an experienced and intelligent secretary to the Chairman/Chief Executive, who will also be responsible for the efficient running of the office building and the recruitment and supervision of secretarial staff.

Essential qualities are:

- Enthusiasm and interest in the objectives of the company.
- Impeccable secretarial skills including WP.
- The desire and ability to work on own initiative and gradually take on increasing responsibilities as a genuine P.A.

Age is not crucially important but over 25. A generous salary of not less than £10,000 p.a. will be paid and could include a car.

Please call Windsor 854945 on Friday 6th December.

PERSONAL ASSISTANT/SECRETARY c.£11,000

An opportunity arises in a new international department of Chartered Accountants for a personable and experienced P.A./Secretary, preferably with knowledge of Italian. (Job may entail overseas travel). Duties include admin/WP/typing/book keeping/company secretarial. Numerous person seeking long term position requiring commitment.

Please reply in writing, urgently, to:

HELEN OSBORN

LEVY GEE

100 Chalk Farm Road, London NW1 4EH

Levy Gee

NON COMMERCIAL To £8,000

A very worthwhile famous name charitable organisation seeks a professional secretary to their office. The role involves a variety of work in a friendly environment. Salary c. £8,000 p.a. Two part-time considered. Apply to: Elizabeth Hunt, 33/34 Craven Street, London, WC2N 3NP. 01-630 9803.

City 01-240 3551

West End 01-240 3531/3531

Elizabeth Hunt

RECRUITMENT CONSULTANTS

XMAS IS COMING!

So you'll need lots more money for all those Xmas extras. We need WP temps whatever your skills but particularly with typewriter, IBM PC and Wang knowledge to fill lots of interesting temporary assignments before Xmas. So get a larger slice of Xmas cake by trying us now for details of our top rates.

01-499 5907

Senior Secretaries

WORD PROCESSING DIVISION

Senior Secretary

An exciting new advertising medium, which is generating considerable interest, is about to be launched by W.H. Smith Cable in London.

It's for the General Manager of this project that we require a mature Secretary, with impeccable secretarial and administrative skills (including shorthand and word processing) to run his busy life.

You will be dealing with advertisers and their agencies, marketing bodies and promoters. It will be undeniably interesting - but hectic. That's why a calm head, reliable manner and a personable yet assertive presence are all musts.

Since we're still in the early stages, we want to be certain that we have someone who will stay.

We are offering a highly attractive salary, and a range of large company benefits.

Please apply in writing giving details of age, experience, qualifications and current salary to:

Lynda Polach, Personnel Officer, W.H. Smith Cable, Bridge House, 45 Faringdon Road, Swindon, Wilts SN1 5BH.

WHSMITH CABLE

Office Administrator

c. £10,000

London

We have a vacancy in our London Regional Office for an Office Administrator to be responsible for the efficient control of a wide range of administrative and secretarial services.

The Regional Office accommodates over 40 professional and secretarial staff in several separate departments. Duties will be wide ranging and will include control of secretarial staff to ensure a secretarial service across all departments together with the responsibility for other services including conference arrangements, postal services, petty cash as well as sales of books, publications and low level training materials.

Candidates will be experienced secretaries who have broadened their role into administration and who possess the experience, organisational knowledge, personal skills and attributes to deal effectively with people and problems.

Starting salary up to £10,000 p.a. within a range rising to £12,400.

Conditions of service are excellent and include Contributory Pension and Life Assurance Schemes. 23 days annual leave plus 10 statutory days. Assistance with relocation expenses will be paid where applicable.

Applications with full personal details and salary to: The Personnel Manager, The National Computing Centre Ltd., Oxford Road, Manchester M1 7ED.

Or ring us on 061-228 6333 (Ext. 3334/3/6) for an application form and further details. (Interviews will be held in London).

NCC THE NATIONAL CENTRE FOR INFORMATION TECHNOLOGY

SECRETARY

Sought by Directors of Fine Art Publishing Company. Helpful person with accuracy, good shorthand and typing and keen interest in history of art and natural history desirable. Apply with CV to the Personnel Director

The Medical Society 34-42

Pentonville Road London N1

SHG.

MATERNITY COVER

Insurance brokers in West End (Regent Street) require good shorthand secretary for 6 months from 2nd January, salary rate £9,000 p.a.

Tel: Mrs D'Souza

01-499 1630

SUPER SECRETARIES

01-837 0668

MATURE SECRETARY (40+)

£7,250 p.a.

to work for a small specialist medical equipment company in W1. Suit mature individual with personality and self motivation. Must be able to work on own initiative and contribute to the company's team effort to succeed.

Tel: A.P.C. (Medical) Co Ltd

01-935 8250

OIL CONSULTANCY

£27,000 + benefits

Prestigious office in Ploceville requires an experienced and motivated Secretary/PA with a flair for organisation, Spanish useful. Salary neg.

Call Madeline Clark

MISTRAL

01-351 3131

ACCOUNTS £10,000

The Financial Director of a private investment bank with smart offices in Berkeley Square needs a highly competent Secretary. Duties include general correspondence, typing, and minutes and preparing papers for board meetings for various companies within the Directors' control. Skills: 60 wpm copy typing and WP experience necessary. Age 25+.

Please call 434 4512

Crone Corkill

Recruitment Consultants

99 Regent Street, W1

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DECLARATION OF DIVIDENDS

ROLINCO

ROLINCO NV

Further to the announcement published in The Times and The Financial Times on 2 December, 1985, concerning the Cash Dividend payable 10 December, 1985, the rate of exchange for the payment of this dividend on both Rolinco N.V. Ordinary Shares of £10 in £1.50 and Sub-Shares registered in the name of National Provincial Bank (Netherlands) Limited (at £1.50) is £4.79 - 21.

UNITED KINGDOM RESIDENTS

The gross dividend is £2,361,408.11 per Ordinary Share of £10 (Coupon No 27) and is subject to the following deductions:

15% Netherlands Tax - £354,211.22 per Share

15% United Kingdom Tax - £354,211.22 per Share

Net Payment - £1,652,985.67 per Share

NON RESIDENTS OF THE UNITED KINGDOM

Where 25% Netherlands Tax is applicable, the following deductions apply:

25% Netherlands Tax - £590,252.28 per Share

30% UK Tax on Net Dividend - £538,058.62 per Share

(Where applicable)

Net Payment - £524,674.88 per Share

Dividend settlement on the Sub-Shares will be paid at one-tenth of the above amounts, less M.N. commission of £2,000,482.26 per Sub-Share.

Where 15% Netherlands Tax is applicable the calculations are as for United Kingdom Residents, but relief from United Kingdom Tax is immediately obtained provided that the appropriate Internal Revenue Affidavit is lodged with the claim.

LEGAL NOTICES

Continued from page 34

In the Matter of

HIGH COURT OF JUSTICE

By Order of the HIGH COURT OF JUSTICE

in the Matter of

THE COMPANIES ACT 1985

Section 122(1)(f) of the Companies Act 1985

Section 122(1)(f) of the Companies Act 1985

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فَكَذَّبْنَا مِنْ الْأَصْلِ

Radio 3

9.45 **Concert** Part two: *Beethoven's 9th*.
9.45 **The Carpet**: Dilys Love reads *Magdalena's* *Beethoven's 9th*.
10.00 **Musical Comedy**: *Beethoven's 9th*.
10.05 **Music**: *Beethoven's 9th*.
11.05 **Cello and piano recital**: Steven...
11.15 **Music**: *Beethoven's 9th*.
11.57 **News**: 12.00 *Closetown*.

Radio 2
4.00 am *Coin Berry*: 8.00 Ray Moore: 1
8.05 Ken Bruce: 10.30 Angela Ripston.
Food information from Tony De Angel.
1.05 David Jacobs: 2.00 Gloria.
2.05 Ken Bruce: 3.00 Angela Ripston.
3.05 David Hamilton: 4.00 John Dunn: 4.00
4.05 *World Tonight* featuring Mel McDonald
and *Johnnie Walker*: 5.00 The News
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Radio 1
6.00 am *Adrian John*: 7.30 Mike Read
8.30 Simon Bates: 10.00 *World Tonight*
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World Service: facing page
5.00 *5k/Hz/24m*: VHF 90-92.5; Radio 4
10.00 *145k/Hz/206m*: VHF 84.9; World

S4C Starts: 1.00pm Countdown. 1.30
1.35 *Age*. 2.00 *Flamenco*. 2.25
2.25 *Flamenco*. 2.35 *Hyd*. 2.55
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† Signed. ★ Black and

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"IRRESISTIBLE QUICK WITTED AND AMUSING" *Standard*
"A DELICIOUSLY TONGUE-TWISTING CLASSIC"
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GENERAL APPOINTMENTS

December 5, 1985

It is not surprising that the view people have of retailing is largely determined by the stores they visit and the staff they meet there while doing their shopping. This is the visible part of an industry which, with allied distribution operations, generates 11 per cent of Britain's gross national product.

Multiple food retailing is an important part of this sector but, to the individual, talk of turnover expressed in billions is a far cry from the checkout or the cheese counter. So while the industry is enormous it presents a narrow view of itself, and possibly of the career prospects which it offers.

Retailing is currently one of the fastest-growing sectors offering career opportunities for people with professional qualifications.

The appointments columns in the newspapers reflect this encouraging situation. Retailers are seeking recruits skilled in marketing, computing, buying, personnel, finance, property and physical distribution - all activities which are vital but perhaps less obvious to the consumer.

Increasingly more of the fundamental decisions in a major retailing business are not made at store level but at head office. Individuals making these decisions must, therefore, not only be very able in their own fields of expertise but also have the ability to take a corporate view of the business.

Traditionally, many head office posts are filled by ex-retailers - those who have worked in the stores - but as the competition within the industry becomes more intense, technology more sophisticated, customers more demanding, and employees more mobile, so too has the demand for the specialist.

True, experience in store management is invaluable and some would say essential. But intellect and professional achievement are increasingly becoming the foundations on which modern business strategies and organization are built.

In an industry down the preference scale, often as a result of the part of retailing that is "visible", how does a major

Today's food retailing industry has a need for the specialist and must itself be ready to respond to change, says Paul Strong



retailer set about recruiting people of the right calibre?

The conventional wisdom encourages the accountant to aim for the professional practices and the marketing man to aim for the blue-chip, fast-moving consumer goods companies and service businesses.

Hopefully this conventional wisdom will change, but in the meantime companies have to rely on the experience that the ambitious professional gains once out of the academic environment and working in the realities of the business world.

A substantial proportion of newcomers have followed the normal path into companies that in themselves offer prestige.

Not surprisingly, they discover that the reason these companies are successful is that they work to a tried and tested formula and have an established senior management team. Promotion is not meteoric. It is not easy for the 25-year-old to make an impact that affects the company.

They join us, their enthusiasm only slightly dampened by experience, to find a number of

kindred spirits. They both learn from and teach the older heads in our business and are encouraged to make changes. There are lots of setbacks but these are a necessary part of success - you cannot score if nobody will give you a bat.

If we are careful, the failure becomes a learning experience for the business; the successes breed further success. The most capable rise quickly and create an even better environment for their successors.

We go out to the universities to talk about our business and about career opportunities. We attempt to do so honestly. We do promote on merit, we are flexible, hard work is expected, and we are a bit short on ground rules.

Part of the process must be the recognition that things will change. As the company finds its recipe for continued success it is also likely to evolve new and different challenges for the future.

This is part of the excitement of working in the fast-moving retailing industry. We run a variety of management training

courses on all the normal topics - managing people and time, report writing, interviewing and appraisal. But what makes the most successful executives is not the skills with which we equip them but the development that only they can make for themselves.

All executives have weaknesses but they have to live with them and in time to overcome some of them. The ability to admit mistakes with good grace, without blaming others, but analysing and learning from them, is as important as presenting your case to your boss, losing the argument, being proved right and not gloating.

All executives have strengths but they can become weaknesses. Loyalty becoming dependence, and ambition seen as a personal ego trip or self-indulgence. Sometimes the process of telling an executive how good he is causes him to lose his humility and then his support.

Perhaps the most prevalent

characteristics that are necessary for continued success are a sensitivity to others and an awareness of self, combined with a will and disposition that allow personal change.

From our point of view we must nurture the environment and personal honesty that allows people to develop; to change roles and continue to learn; to balance the specialist against the generalist - in short, to carry out one of the company's principal objectives: "To be committed to our employees by developing their skills, advancing their careers and rewarding them fairly."

We can achieve that objective only if we are open to influence from outside our normal experience and permit those influences to be challenged and re-evaluated and used effectively in the profitable management of the business.

All this is fundamental to the process of change - and an inherent part of a successful food retailing business.

Paul Strong is personnel controller of Tesco Stores

Advertising ☎ 01-278 9161/5 Enquiries

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c.£26,000

The Local Government Training Board plays a key role in helping local government in England and Wales to meet the rapid changes confronting it. An assistant director will shortly be appointed to take charge of its division responsible for shaping and leading the development of effective managers and employees in the central support, technical and recreational services provided by local authorities. The successful candidate will also take part in the corporate management of the Board.

The successful applicant will be able to demonstrate:

- substantial management experience
- the ability to lead and motivate staff
- a commitment to training and development
- an understanding of local government
- and is likely to be in his or her late thirties or forties.

The post is based in Luton but will involve travel throughout England and Wales.

An attractive package of benefits including relocation expenses is included.

Further information and an application form from the Director (AD), Local Government Training Board, Arndale House, The Arndale Centre, Luton LU1 2TS. The closing date is 6 January 1986.

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Candidates will have a good track record at publishing director level, with experience of magazine publishing. They will be in their early 30's, and will be ambitious, creative and entrepreneurial with the potential to be Managing Director of a significant business. This position will appeal to a real high flyer.

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to hear from Pharmacists in the West Midlands, South London and Hampshire, but our Client is prepared to offer full relocation to anyone outside these areas. In addition to the very exciting salary package which rewards successful candidates, generous travel expenses will be made available for the Relief Managers.

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This work is handled by a professional department and covers a wide range of trustee responsibilities in the corporate finance field as well as most aspects of the work of executors and trustees under wills and settlements.

A need has now arisen to strengthen the existing executive team and we are looking for young specialists preferably (though not necessarily) qualified and probably in their mid 20's to mid 30's

who can show us a good background of experience in corporate trustee work and/or executorship duties.

There are excellent opportunities for career development within the Group. Initially salaries are negotiable depending on qualifications and experience and in addition a range of benefits are offered which include low interest mortgage, non-contributory pension scheme, flexible working hours and sports and recreational facilities. Please write enclosing full CV to: Eileen Brown, Personnel Officer, Prudential Assurance Co. Ltd., 142 Holborn Bars, London EC1N 2NH or telephone her for an application form on 01-405 9222 ext. 2568.

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GENERAL APPOINTMENTS Trade 01-278 9161/5

Senior Electronics Engineers

There are vacancies for senior electronic engineers to work at the Rutherford Appleton Laboratory. The Laboratory is the largest of the Science and Engineering Research Council's establishments. The programme is scientifically and technically demanding and includes work on particle accelerators, space systems, advanced instrumentation and computing.

Typical examples of posts currently vacant at Principal Professional & Technology Officer and Professional & Technology Officer grade 1 are:

Development of Ion Sources (PTO/PTOI)

This area requires high quality electronic design engineers preferably with experience in high current, high voltage analogue and digital control circuits.

Control of the target station of the ISIS spallation neutron source (PTO/PTOI)

Development involving first class control engineering is required for the target station in view of the hostile environment surrounding the target including hazardous liquified gases and very restricted access.

Design of satellite-borne instrumentation (PTOI)

Design and development of advanced electronics, digital and analogue, for on-board data manipulation and to meet experiment-specific requirements.

Microelectronics design and development (PTO/PTOI)

This covers a wide range of microelectronics and information technology design and development.

Other vacancies exist in the Laboratory for suitably qualified applicants. Candidates should be Engineers with the minimum professional training and experience required for chartered status. In addition, applicants for the post of PTOI require several years relevant professional experience. For the PTO grade extensive relevant professional experience is required.

Salary range:

PTO 1 £10980 - £13410 per annum

PTOI £14392 - £17322 per annum

Rented housing for married couples and some assistance with expenses incurred in house sale/purchase will be available in appropriate cases.

Application forms from Recruitment Office, Personnel Group, Science and Engineering Research Council, Rutherford Appleton Laboratory, Chilton, Didcot, Oxon OX11 0QX. Tel: (0235) 445435, quoting reference VN 401.

Closing date for applications: 2nd January 1986.

 Rutherford Appleton Laboratory

Research Associates: Information Technology

The Informatics Division at Rutherford Appleton Laboratory supports Information Technology research within SERC and has substantial involvement in the coordination of the Alvey programme in Intelligent Knowledge Based Systems (IKBS), Software Engineering (SE) and Man-Machine Interaction (MMI). There is in addition an established in-house research programme in Software Engineering (in particular formal specification and theorem proving) and embryo collaborative research and development projects in IKBS (Expert Systems, Intelligent front ends) and MMI (window management design, graphics tool kits).

The Division is also responsible for developing a UNIX distributed infrastructure facility. Major developments on UNIX are taking place on single user systems such as the ICL PERQ and SUN Microsystems machines, and multi-user systems such as the VAX and IBM compatible mainframes.

A number of Research Associates are required at various levels. The IKBS/MMI group has vacancies at Senior and Principal level to help initiate a research programme and coordinate external research. The Distributed Interactive Computing Group has two vacancies at Senior level to work respectively on basic UNIX systems developments and on local area networking in a UNIX environment. The SE group has a vacancy at Ordinary level to assist with programme coordination, and a vacancy at an appropriate level for someone either experienced in formal methods or recently qualified in a related subject.

Salaries, which depend on age and experience, will be within the following ranges:

Principal £12252 - £15573 per annum

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Ordinary £ 7334 - £ 9722 per annum

The more senior posts demand substantial relevant research/development experience. Appointments will be made for three years in the first instance.

Contact Recruitment Office, Personnel Group, Rutherford Appleton Laboratory, Science and Engineering Research Council, Chilton, Didcot, Oxon OX11 0QX. Tel: (0235) 445435, quoting reference VN484.

Closing date for applications: 23rd December 1985.

 Rutherford Appleton Laboratory

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Applications are invited for a Dredging Superintendent or Hydrographic Surveyor with knowledge of Dredging who would wish to become a Superintendent.

Candidates should have appropriate qualifications and have some previous experience of dredging work preferably with a contractor.

Applications stating full personal particulars, qualifications and experience and the names and addresses of two referees are to be sent to:

The General Manager

Holland Dredging Co (UK) Ltd

Holland House, Clayton Court

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Closing date for applications is 27th December 1985.

Secretary - Trade Association

London

c.£15,000

My client is the Trade Association serving the private sector of the UK Steel Industry. They are a small organisation representing their members on a wide variety of commercial and technical matters to British and European industries, governments and other institutions.

They now require a Secretary to be responsible for financial management, membership matters, office administration and assistance with the Association's Groups and Executive Committees.

Aged around 30, you will be a graduate, with a sound grasp of business, finance and administration, preferably within a manufacturing environment. Knowledge of French/German would be an advantage as would previous experience of computerised systems. Flexibility, maturity and the ability to work within a small team are essential.

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It will be especially suited to a person with playing experience in first class cricket. Experience of a commercial nature, a sound administrative background and the ability to mix easily with people are other assets required. Ideally, applicants should be within the 35 to 45 years age bracket.

Applications, which will be treated in the strictest confidence, should be accompanied by a full c.v. and addressed to:

The Secretary, M.C.C.,
Lord's Cricket Ground,
London NW8 8QN
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For an application form, please telephone Jane Galvin, Human Resources Department, on 01-487 8512/8597, or send your cv to her, including current salary, at: Chevron Exploration North Sea Limited, Chevron House, 93 Wigmore Street, London W1H 9AA.



Conference Advisers

Wiston House Conference Centre, near Steyning in West Sussex, is the home of the Wilton Park series of international conferences. Open to high-level participants from the 25 countries of the OECD, the conferences provide a forum for the exchange of views on a wide range of international and comparative national issues under the leadership of the Centre's academic staff. At least one post of Conference Adviser is now to be filled. Appointment will be for a period of 2 years initially, with the possibility of extension or permanence.

You would be responsible for developing themes and organising conference programmes, inviting speakers, chairing plenary sessions and discussion groups, interpreting as necessary from French and/or German into English, writing conference reports, and contributing intellectually, administratively and socially to the success of the meetings.

Preferably aged at least 30, you must have a degree with first or second class honours, or an equivalent or higher qualification, preferably in one of the social sciences or possibly in foreign languages; several years' postgraduate-level experience in academic work, public service, or the private sector; a sound knowledge of French and German; and good communicative skills. You should preferably have experience in social hosting at conferences.

Some overseas visits may be required. Salary: £13505 rising to £18360. Starting salary may be above the minimum.

For further details and an application form (to be returned by 10 January 1986) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468531 (answering service operates outside office hours). Please quote ref: G/672L.

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Unilever UKCR Ltd
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The candidate should be able to work in a competitive environment, and should be able to handle a high level of pressure. The candidate should be able to work in a challenging environment, and should be able to handle a high level of responsibility. The candidate should be able to work in a demanding environment, and should be able to handle a high level of stress. The candidate should be able to work in a dynamic environment, and should be able to handle a high level of change. The candidate should be able to work in a flexible environment, and should be able to handle a high level of adaptability. The candidate should be able to work in a creative environment, and should be able to handle a high level of innovation. The candidate should be able to work in a collaborative environment, and should be able to handle a high level of teamwork. The candidate should be able to work in a supportive environment, and should be able to handle a high level of encouragement. 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GENERAL APPOINTMENTS

Trade 01-278 9161/5

Geologists & Geophysicists

Challenging opportunities in oil and gas exploration

CENTRAL LONDON

Texas Eastern North Sea, Inc. is the UK subsidiary of a major US energy corporation with extensive worldwide exploration and production interests. Having been active in the North Sea since the early 1960's, Texas Eastern's current achievements include:

- Acquisition of interests in 75 blocks in the North Sea
- Participation in the drilling of over 600 North Sea wells
- Working interests in seven UK producing oil and gas fields, four Norwegian oil and gas fields, one producing gas field in the Netherlands, and several other known discoveries

all of which combine to make the Company a significant owner of North Sea reserves. Furthermore, this long-standing involvement has resulted in the accumulation of one of the largest North Sea seismic and well log data bases in the industry. In addition to acreage currently held under licence, Texas Eastern is embarking upon the most aggressive exploration programme in the history of its North Sea involvement, as the Company launches plans to become an Operator.

To more effectively handle both its existing portfolio of acreage and the evaluation of potential new acquisitions, Texas Eastern now plans a further expansion of its London Exploration Department. We are seeking well qualified explorationists to carry out a wide range of

duties related to both regional studies and more detailed prospect evaluation. Successful applicants will also play an active role in representing the Company at Technical Meetings and in the presentation of exploration projects to Senior Management. Our immediate requirement is for two Geologists and two Geophysicists.

Staff Geologist and Staff Geophysicist

Candidates for these posts will hold a good Honours degree in Geology or Geophysics and will have between six and ten years relevant experience. They will have worked extensively in the North Sea area and preferably will have held a position of team leader or equivalent.

Geologist and Geophysicist
Candidates for these posts will hold a good Honours degree in Geology or Geophysics and will have a minimum of three years experience, preferably gained in the North Sea area, either in exploration geology and subsurface mapping or seismic interpretation.

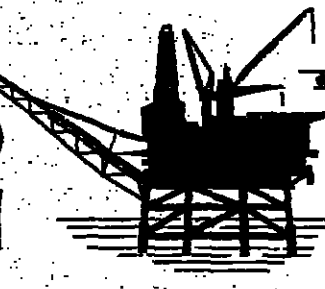
The Company offers:

- An excellent work environment which encourages individual initiative as well as team participation.
- An attractive remuneration package which includes a highly competitive salary, fully subsidised membership of BUPA and a non-contributory pension scheme.

If you have the required qualifications and experience coupled with good communication skills, initiative and ambition, please write with full CV to:

L.D. Hoesgood,
Texas Eastern North Sea, Inc.,
Fifth Floor,
Berkeley Square House,
Berkeley Square,
London W1X 5LE

TEXAS EASTERN
North Sea Inc.



With a high degree of responsibility and engineering expertise

Conoco (UK) Limited is recognised as one of the most successful and progressive Companies in the UK Oil and Gas industry and holds a commanding position at the forefront of world oilfield technology.

As an international organisation, Conoco's current activities both here in the UK and overseas, offer excellent opportunities for able and experienced Petroleum

Engineers. In the UK we are involved in exploration and production in both the Northern and Southern North Sea, and also onshore in Southern England. In the Northern North Sea, Conoco is the operator responsible for the Murchison and Hutton fields and for the development of the highly acclaimed and innovative

Hutton Tension Leg Platform. In the Southern North Sea we are on the verge of significantly expanding existing gas production with the development of the Vanguard, Valiant and Vulcan fields. Onshore, extensive exploration is underway and several discoveries have already been made. Internationally the

Company has interests in many countries but close at hand, Conoco Norway Inc is at the centre of exciting new offshore developments. The success of our current activities and our commitment to further development has created a requirement for experienced Petroleum Engineers. As a Conoco

Engineer you would have the challenge of contributing to and learning from innovative technology, and the opportunity to represent the Company at external meetings. We are therefore looking for individuals with a sound engineering background who can undertake a high level of individual responsibility and demonstrate initiative.

Opportunities now exist in our Aberdeen and London locations as detailed below: -

Petroleum Engineers

PRODUCTION ENGINEERS, ABERDEEN

The requirement is for high calibre Production Engineers with the experience, drive, and motivation to provide specialist support over a full range of Production, Process, Utility and Well Systems, ensuring safe, reliable and efficient offshore operations on the Hutton TLP and Murchison platforms.

You will be a self-starter, capable of rapid response to troubleshoot any operational problem affecting the day-to-day productivity and safety of the installations. You will be responsible for the engineering development of the offshore facilities and systems necessary to meet future challenges resulting from changing operating and reservoir conditions.

Successful candidates will be Degree qualified Engineers with a minimum of 5 years' production engineering experience, together with a broad understanding of Production, Drilling and Well Operations, Reservoir Engineering and Construction.

RESERVOIR ENGINEER, ABERDEEN

Northern Operations reservoir engineering section is responsible for the ongoing operational aspects and future development of the Murchison and Hutton reservoirs.

We now require an experienced professional with creative engineering skills to take a key role in formulating ongoing reservoir development plans. You will undertake responsibility for well-testing activities, supervise the formulation of reservoir performance data, and monitor and evaluate reservoir behaviour to forecast changing conditions and ensure optimum production. You will liaise closely with Development Geologists and Geophysicists on the appraisal and interpretation of reservoir behaviour, and provide information and advice for senior Conoco management and staff, Partners and the Department of Energy.

The successful candidate will be Degree qualified, ideally holding an MSc in Reservoir Engineering. A minimum of 5 years' experience within the oil/gas industry is required, preferably including North Sea involvement.

RESERVOIR ENGINEER, LONDON

London Reservoir Engineering Group is responsible for providing reservoir engineering support for Conoco's UK exploration, drilling and project activity, and for new field developments.

The requirement here is for a highly motivated and skilled individual to take responsibility for the formulation and analysis of reservoir and operational performance data to optimise the efficiency of existing reservoirs and field development.

Based on your own initiative you will undertake technical studies and appraise reservoir behaviour, evaluate reservoir development and management techniques and advise production management. Partners and government on reservoir development and management plans.

Successful candidates will be Degree qualified and ideally will hold an MSc in Reservoir Engineering. You should have a minimum of 5 years' relevant experience in the oil/gas industry, and possess broad knowledge and experience of Reservoir Engineering.

Conoco is a subsidiary of the Du Pont Company.

CONOCO

British Heart Foundation Director General (Central London based)

Applications are invited for this appointment which will become vacant in July 1986 when the present Director General retires after ten years of sustained growth in the Foundation's activities.

The Foundation finances and encourages research into the causes, diagnosis, prevention and treatment of cardiovascular disease. Last year its income exceeded £12 million of which over 85% was spent on research, education and the provision of equipment. Administration costs were low.

As Chief Executive, the Director General initiates policy statements in association with medical and lay advisers and is responsible for seeing that they are promptly and efficiently implemented. His functions include maintaining close relations with the medical and lay advisers and with voluntary supporters throughout the UK. He reports to the Council and to the Finance and General Purposes Committee to whom he is held directly responsible.

Key tasks will include increasing public relations coverage for the Foundation and for increasing income from legacies and from donations especially from corporate sources.

The desired age is 45 to 55.

Proven success in organising, leading and managing a well-motivated group is required, as well as good communication skills and media contacts. This experience could have been gained in industry or the Armed or Civil Services. A University or Staff College graduate is preferred.

Salary will be commensurate with post. Fringe benefits will include a car, contributory pension and medical insurance.

Please write - in confidence - to P.M.E. Springman ref. ES.4004.

This appointment is open to men and women.

HAY-MSL Selection and Advertising Limited,
52 Grosvenor Gardens, London SW1W 0AW.
Offices in Europe, the Americas, Australasia and Asia Pacific.

HAY-MSL

MANAGEMENT SELECTION

Manager of Information Services Management Consulting

McKinsey & Company, Inc. wishes to recruit a Manager of Information Services for its London Office. The individual would preferably have an honours degree in Library and Information Science, or have a good honours degree with considerable experience in information services. Science, or have a good honours degree with considerable experience in information services. The person should have experience with database computer systems (use, evaluation of new systems); should demonstrate capability to assess in-house database systems and specify improvements; and should be at ease in a swiftly moving, deadline oriented, environment. The position therefore will require experienced management skills not just in the day to day operating management of the department but also to ensure its development to meet the challenges of new technology and the needs of a fast growing business.

McKinsey is the preeminent management consulting firm in the UK and throughout the world. We specialise in advising the top managements of leading companies on important strategic, operational and financial issues. Our aim is to work closely with our clients to help them make and sustain significant improvements in performance. The firm continues to expand in all areas of operation.

If you are interested in this position and consider you have the necessary qualifications, please send a complete C.V. in the first instance to:

Judy Farquharson Limited
47 New Bond Street, London W1T 6HA
Tel: 01-493 8324

McKinsey & Company

NEWS EDITOR

Radio Bristol

BBC LOCAL RADIO

We are an equal opportunities employer

Radio Bristol is looking for a News Editor to join the management team. The successful candidate will have considerable journalistic and broadcasting experience, a good microphone voice and the ability to lead a small team working under pressure. An ability to work as a creative influence with producers, programme presenters and local sources is essential. A knowledge of the area would be an advantage. The News Editor would need to live close to the Radio Station.

Salary £12,303 - £15,268 plus an allowance of £971 p.a.
Contact us immediately for application form (quote ref. 6421/T and enclose a.s.e.)
BBC Appointments, London W1A 1AA.
Tel. 01-227 5735.

Assistant Keeper

... to be responsible for the care and cataloguing of 19th and 20th century paintings and the British paintings. Your work will also include answering enquiries, advising visitors about the pictures, accompanying pictures lent to exhibitions abroad and assisting the Director and his Deputy in Gallery administration.

You must have a considerable knowledge of the history of art covering the relevant period and should normally have a degree with 1st or 2nd class honours or an equivalent or higher qualification. Exceptionally those with other qualifications or experience of particular value to the National Gallery will also be considered. A working knowledge of at least 2 modern foreign European languages desirable.

Salary: as Curator Grade D £11,680-£15,365; as Curator Grade E £9815-£12,630 or as Curator Grade F £7665-£10,280. Starting salary and level of appointment according to qualifications and experience. Promotion prospects.

For further details and an application form (to be returned by 6 January 1986) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1TB, or telephone Basingstoke (0256) 485551 (answering service operates outside office hours). Please quote ref: G/50382.

An equal opportunity employer

THE NATIONAL GALLERY

Attitude Surveys Psychologist Field Workers

Very considerable resources are being applied to a major programme of action research aimed at increasing the effectiveness of the Metropolitan Police and Surrey Police. The programme involves comprehensive implementation of Neighbourhood Policing methods in selected areas.

The successful candidates will work to a tight schedule undertaking surveys at selected police stations to examine police attitudes using self-completion and interview administered questionnaire schedules (both semi-structured and in-depth interviews). You will have to make arrangements for the surveys at the police stations and be responsible for the collection and verification of the questionnaires. Some coding may also be involved. Although the project is based in Putney you will spend the majority of your time at the police stations. You will be responsible to the Project Evaluator.

The surveys are due to start as soon as possible after January 1986.

Applicants should have a first or second class honours degree in Psychology or in which Psychology was the main subject. (Other relevant qualifications can also be considered.) Some interviewing experience is essential and an understanding of computing including the preparation of data for computer input and the ability to interpret data from computer printouts is desirable.

The period of appointment is for 12 months. The starting salary for a 41 hour working week is in the range £7,668 to £10,539 according to age and experience. These rates include London Weighting allowance. The leave allowance is 4 weeks and 2 days public and privilege holidays.

For further details and application form please apply to The Establishment Officer, Room 213(PSY/86), 105 Regency Street, London SW1P 4AN or telephone 01 230 3122 (24 hour answering service).

The closing date for the receipt of completed application forms is 3 January, 1986.

The Metropolitan Police Office is an equal opportunities employer.

METROPOLITAN POLICE

ROYAL COLLEGE OF OBSTETRICIANS AND GYNAECOLOGISTS

APPEALS ORGANISER

Birthright, the appeal arm of the RCOG is shortly launching a tenth anniversary appeal for £1,500,000 to further its research into all aspects of childbearing.

An intelligent and efficient Appeal's Organiser is now being sought for an 18 months contract. An ability to communicate effectively at all levels is essential, as are secretarial and computing skills. Although a good track record in running a major appeal would be desirable, other relevant commercial experience will be taken into consideration. The applicant would be based in Regent's Park. Four weeks holiday. Free lunches. Salary: negotiable but not less than £12,000.

Application form and job description from Birthright, 27 Sussex Place, Regent's Park, London NW1 or telephone 01-723-9296. Closing date for receipt of handwritten applications, 16th December 1985.

SALES IN COMPUTERS

Terminal Sales OTE £35K + car

This American company, based in Berkshire, has taken the Graphics Workstation market by storm and must be the fastest growing business in the UK. Their top grade UNIX based products are selling so well, especially within the CAD/CAM field, that the lucky sales professional should easily make their quota in the first year.

Junior Sales OTE £20K + car

A number of career opportunities exist for well educated people with previous Sales Support or minimal macro sales experience who wish to pursue a career in computer sales for clients in North London, the City or CROYDON. If you are also a part qualified accountant and under 30 you would be ideal.

Micro Sales OTE £30K + BMW

One of the most successful franchises in the world, with branches in 18 London, is looking to expand its Business Centres by recruiting sales staff with two or more years successful Business systems sales experience. A highly qualified support team at each Branch makes your selling job that much easier. Top grade company benefits.

IBM Leasing OTE £45K + car

Have you considered using your existing IBM mini/mainframe (or DEC Mini) experience within the world of leasing? The ability to put deals together is as exciting and satisfactory as selling the systems themselves. A good knowledge of leasing without IBM experience is also acceptable - earnings can be very high indeed.

The Sales Recruitment Specialists

UNIVERSAL COMPUTER ASSOCIATES LTD
Trafalgar House, Grenville Place, London, NW7 3SA
Telephone: 01-959 1198/3611

Please telephone
Michael Pepper or
Paul Lewis on 01-959 3301
after hours and at
weekends.

EMPLOYMENT OPPORTUNITY IN SAUDI ARABIA

Saudi building construction firm requires staff for internal projects. 2-year contracts are offered.

PROJECT MGR/TECHNICAL MGR

Will be in charge of cost estimating, cost reporting, scheduling, subcontracting, all engineering, shop requirements are BS civil Engineering and 15 years relevant business experience.

QUANTITY SURVEYOR/ESTIMATOR

Reporting to Project manager, will be responsible for preparing of and reporting against detail project cost estimates and work progress schedules. Will prepare cost vs income forecasts using manual and computer system. Minimum requirements are technical degree, 7 years relevant experience including computer usage for relevant work.

DESIGNER-CUM-DRAUGHTSMAN

Reporting to project MGR, will be responsible for shop drawings and to prepare as built drawings from the work done at site. Minimum requirements are technical degree, seven years relevant experience. We offer competitive salaries and benefits, including free accommodation and local transportation.

If you are ready to make a profitable career with us, please send detailed resume of your experience, salary history, educational program and references.

MAIL CV TO: MIKE HATHORN
DUNALSON INT
22 AUSTIN FRISARS, LONDON EC2V 2JH

FINANCIAL ASSISTANT

The Financial Controller of an international group involved in trading and investment banking operations requires a chartered accountant with 5-10 years post qualification experience in a commercial or banking organisation to act as his assistant.

The work will include the preparation of consolidated accounts, continual monitoring of the accounts and budgets of the companies within the group, and some travel for internal audit purposes.

Salary will be commensurate with the age and experience of the applicant.

Applications should be made in writing and should be sent with a full C.V. to Box No 0870 W The Times.

GENERAL APPOINTMENTS

Trade 01-278 9161/5

Sales Management Consultant

Salary package £22,000 + car

We are a fast expanding management consultancy company whose trading record to date has been outstanding.

The increasing demand for our services has created a further vacancy within our sales consultancy division to assist our broad range of clients in improving sales force efficiency. This important appointment will provide an opportunity to progress your career at a pace in line with your ability.

It is likely that you will be in your 30s, educated to at least A level standard and currently hold a senior sales management position. You will undoubtedly be a first class communicator (written and verbal) and be able to converse freely with all levels of management.

We are offering a generous salary package, company car, Pension Fund and personal sickness plan, together with a chance to work for an organisation in which individual flair and creativity is actively encouraged. Please write with a detailed CV for the attention of Linda Simmons.

Neville Clarke Associates Limited

Management Consultants,
Stratton Park House, Stratton
St. Margaret, Swindon,
Wiltshire SN3 4JE
Telephone (0795) 828222

CORPORATION OF LONDON

Remembrancer

The present holder of the Office of Remembrancer of the Corporation of London is to retire on 10th February 1986 and it becomes necessary to seek a successor. The duties of the office are concerned with both the Ceremonial and Parliamentary affairs of the City, which makes it an appointment both of great importance and of unique interest.

Candidates are required to be either Barristers or Solicitors of at least ten years' standing, or to have had considerable experience of Parliamentary proceedings and to have a flair for ceremonial. The successful candidate is unlikely to be less than 40 years of age.

The salary of the office will be within the scale £34,941 to £38,283 per annum inclusive of Special Supplement. Full particulars and application forms from the Town Clerk, Corporation of London, P.O. Box 270, Guildhall, London EC2P 2EJ (Telephone: 01-606 3030, ext. 2433). Completed application forms to be returned by 20th December 1985.

(This post is subject to the London and Metropolitan Government Staff Commissioning rules procedure. Therefore applications can only be considered from staff currently working for the Greater London Council, Metropolitan County Councils or London Borough Councils.)

Financial Research For Which? Magazine

We need a highly intelligent and self-motivated person to research and write about financial matters. Initially, most of your work will be for Which? magazine, but you could also be involved in books, computer programs and other media.

Our aim is to provide readers with the information they need to run their financial lives sensibly. You must be interested in identifying the questions our readers want answered, and tough enough and persistent enough to find the answers.

You must be able to provide:

- a lively mind
 - a logical and commonsense approach
 - a readiness to research financial subjects in depth
 - scrupulous attention to detail
 - useful and imaginative work delivered on time
 - a good degree and at least a year's working experience.
- Financial knowledge or experience in, for example, insurance, investments, banking, tax or the law would be an advantage though not essential providing you're very bright and a fast learner. On our side we offer the challenge of an exciting and responsible job, with a very large measure of independence. Salary will be on a scale rising from £10,407 to £13,724 with scope for further progression. Benefits include 28 days annual holiday, pension scheme, free life assurance and interest-free season ticket loan.

Please write for an Application Form to:
Personal Services Manager, Consumers' Association,
14 Buckingham Street, London WC2N 6DS.

Which?

MANAGER OFFICE SERVICES

High Level Professional Environment
Central London To £12,000

We invite confidential applications from candidates aged 35+ who will have had at least 5 years' demanding office services experience which will have included supervisory responsibilities. The successful applicant will have day to day control for circa 25 other staff and the organisation of all office services. The key to the success of this broad-based position is an ability to plan and co-ordinate many activities whilst keeping a cool head in relating to people of all levels within a professional environment. Applicants must be well educated, ideally have a relevant qualification, be of very smart appearance and understand the complexities of a Partnership. Remuneration package includes a non-contributory pension scheme, very generous Assisted Travel Scheme, free life assurance, extended illness assurance, L.V.s (75p) and P.P.P. for self and family. Applications should be sent, in strict confidence, to:

Box No 1203 N
THE TIMES
200 Gray's Inn Road
WC1X 8EZ

10% of your time over 18 months.

The only executive programme designed to meet the real pressures of running your own show.

If you are the director of a medium sized company or run a business unit as part of a larger organisation, you will know only too well the difficulties of getting time away from the management task.

Not only for holidays and recreation, but for adding to the skills you require to operate more effectively. The pressures on you are unique.

The Continuing Programme is particularly structured to cater for your needs. Split into three two-week modules over 18 months, it is designed to explore the special requirements of the medium sized unit. Participants will have the opportunity to develop strong analytical techniques, which can be used to explore the strategic issues faced by such organisations.

Candidates from both the private and public sectors will find the programme a practical and stimulating experience.

The Continuing Programme.

The inclusive total cost for 6 weeks is £5,950.

Applications should be made to: Lorraine Johns, London Business School, Sussex Place, Regent's Park, London NW1 4SA. Telephone 01-262 5050.

Deputy Director (Finance)

VSO wishes to appoint a Deputy to the Director. The post combines full participation in the development and management of VSO's programme with direct responsibility for financial management.

There are currently over 1,000 experienced, qualified people working on assignments identified by VSO in 40 countries.

The organisation employs 100 salaried staff in the UK and a further 100 in 25 overseas offices. The direct budget for 1986/87 will exceed £7 million based on a British government grant and voluntary contributions. This is matched against expenditure by host communities which support VSO recruits in the field.

The Deputy Director may come from any background but will be someone with imagination and the confidence to undertake financial negotiations at a high level with government and non-government agencies, in the UK and overseas. Familiarity with (though not necessarily a qualification in) accounting will be important.

The post offers exciting opportunities for someone with real vision and a commitment to overseas development work.

The terms negotiated will reflect standards in similar voluntary organisations.

The job will involve much travel and many 'out of hours' commitments.

For further details and an application form please contact Alison Peach, VSO, 9 Belgrave Square, London SW1X 8PW. Tel: 01-235 5191. Closing date 31 December 1985.



An International Financial Services organisation requires the following staff for its London offices, situated in the West End.

FINANCIAL OFFICER

The successful candidate will be involved in all aspects of asset management including the supervision of existing investments.

Applicants must have a minimum of 10 years experience in a merchant banking or stockbroking environment with a knowledge of UK and US equity and bond markets.

FINANCIAL ASSISTANT

A recently qualified economics or business studies honours graduate is required to assist management in financial matters relating to the business. The position requires someone who is good with figures and has the ability to write and express himself clearly. Knowledge of computers would be an advantage.

For both the above positions the salary will be determined according to the age and experience of the individuals concerned.

Please apply in writing, including a full C.V. to Box No 0869 W The Times.

CHIEF EXECUTIVE (DESIGNATE)

c.£19,000 + car London

Our Client, part of a well established international group is currently seeking a Chief Executive (Designate) for a demanding and challenging new business venture.

Based in London the position reports to the Chairman of the Board and requires a person who is enthusiastic, innovative and able to develop a concept from inception to final customer sale.

The ideal candidate will be aged 30-40, free to travel, with a proven record in sales and marketing. A knowledge of the cosmetic/perfume industry would be an added advantage.

Please telephone for further information or send a detailed CV to: Miss Connie Mulshaw, PARC (UK) Ltd., 24 Adam & Eve Mews, London W8 6JJ. Tel: 01-937 6515.

Personnel & Recruitment Consultants

PARC

CLERK TO CITY LIVERY COMPANY AGE 50-60

The position of Clerk to the Worshipful Company of Fan Makers will become available shortly. The Company, founded in 1708, has a livery of approximately 215. Responsible to the Master, duties will include attending City functions with the Master, correspondence with the livery, maintenance of the membership list, preparation for Court meetings, supervision of catering arrangements for Court dinners and other functions, subscription collection and basic cash book control, communications with stockbrokers and a close liaison with the Rector of St Botolph's Bishopsgate, whose hall the Company use and with the Beadle.

The successful applicant would be expected to provide his own secretarial support. The job is estimated to take on average not more than two days per week.

In selection, special attention will be given to administrative experience, dependability and the ability to communicate. Experience in the Services could be very suitable.

This responsible and rewarding position, to be renewed annually, carries a salary of £7,000: it is hoped that the successful candidate would hold the Clerkship for 10 years.

Applicants are invited to apply in writing, enclosing a CV, to: R. Southcombe, Clerk to the Worshipful Company of Fan Makers, 5 Upper Wimpole Street, W1M 7TD.

GET INTO ADVERTISING

Expanding Marketing Company requires tele-sales staff for new West End offices. If you're ambitious enthusiastic, self-motivated and need to earn £250 per week plus.

Call us now on:
01-499 3622

Partnership Administrator
Solicitors c£20,000

This expanding firm of solicitors based in W1 require an experienced office administrator/manager to take complete charge of running the firm's offices from preparing budgets, purchasing equipment to supervising support staff. Previous similar experience is essential preferably within another firm of solicitors although other professional backgrounds will be considered.

Call John Vail on 588 9887 in confidence.

Zerah Hay Al - Law. Rec Cons

Fresh start for the New Year

Do you have at least 1 year territory sales experience? Are you self motivated? Would you like real development opportunities in a well established successful company? Our clients are all professional organisations from cosmetics to capital equipment, who can provide you with the career progression and financial rewards you are looking for. Good basic salaries plus commission and bonuses. Call or send C.V. to Judy Newman or Alison Whitwell for an immediate interview.

Move into Marketing OTE £18k+car

Our client is a blue chip company and a leading light in consumer consumable products. An outstanding opportunity for a graduate has arisen to join the new marketing department in their paper products division. Only candidates with one or two years territorial sales experience will be considered. You will be involved in research, new product ideas and launches, training and supporting their sales team. Our clients provide excellent training, career development, good basic salary plus a bonus scheme. For immediate consideration send your C.V. or phone Lindsay Heggie or Bernadette Laffey.

SALES & MARKETING APPOINTMENTS
7 PRINCES STREET, W1. 01-929 7282

THEATRE PROJECTS SERVICES LTD

A member of the Samuelson Group Plc
LIGHTING HIRE DIVISION
wishes to appoint a

HIRE MANAGER

responsible for the day-to-day running of Europe's largest presentation lighting company. The successful applicant will join our organisation as soon as possible for a handover period, and will assume full responsibility on March 1st, 1986. The salary and benefits package will reflect the fact that we are a busy and expanding company operating in a challenging market.

Please write to Jenny Cane with a current CV and the names of two referees at Theatre Projects Services Ltd, Unit 4, Tideway Industrial Estate, 9 Elms Lane, London, SW8 5BP.

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GENERAL MANAGER
MIDLANDS AREA

Up to £21,000 p.a.
plus
car and other benefits

We are the U.K. subsidiary of a major German food producer specialising in the supply of food and we are seeking a suitable qualified person with the essential experience required to supervise office routines, manage budgets and to expand the sales area.

Ideally, candidates will be between 35 and 45 years of age, be well educated, and will have a thorough knowledge of the food industry, with an ability to manage and lead.

We offer a very attractive remuneration package based on age and experience.

Applications in strict confidence, enclosing full CV, together with an indication of current salary shall be sent to:

E. M. Jerrard PCA PCCA
Executive Selection Division
Jerrard & Co.
Chartered Accountants
Warrington Road
188/190 Stamford Road
Sheff. S6 4JL
West Midlands
B70 3JA

GENERAL MANAGERS Health Services

West Essex is already embarked on an ambitious programme of developing its Health Services. The Authority is committed to providing comprehensive, professional, innovative and quality health care service to patients and their families.

We are seeking to appoint two General Managers to manage the day to day delivery of services:

One responsible for District-wide acute services and the other for District-wide services to priority care groups - elderly people, handicapped people and those with mental health problems.

	Budget p.a.	Staff	Salary
GENERAL MANAGER (Acute Services)	£19m	1700	up to £26,800
GENERAL MANAGER (Priority Care Services)	£15m	900	up to £26,800

These are challenging and demanding posts. We are looking for high calibre managers from within the Health Service or elsewhere who will bring energy, vision, leadership, commitment and sound judgement to the task.

They will be key members of the District Management Board. Graduate ability, professional qualifications and managerial experience in the public and private sector will be assets.

Appointment will be for a fixed term of three years renewable by mutual agreement. Informal enquiries will be welcomed by the District General Manager - Mr E.A. Haddock - Tel: Harlow (0279) 26791 Ext. 506.

For an information pack and application form contact Mr B. Osborne, District Personnel Officer, West Essex Health Authority, District Offices, Hamlet Road, Harlow, Essex. Tel: Harlow 26791 Ext. 265.

Closing date for completed applications - 2nd January 1986.

It is proposed to hold interviews in the latter part of January 1986.

West Essex HEALTH AUTHORITY

SENIOR SYSTEMS ANALYST

Due to the recent upgrading and development of our computing operation, we urgently require a SENIOR SYSTEMS ANALYST to complement our team at Hackbridge, Surrey. As we already have 13 department stores in the country, some travel to the stores will be involved.

Applicants aged 27+ educated to degree standard must have previous experience of implementing a major system, preferably in retail outlets. Apart from an analytical mind, the ability to write clear and concise reports is vitally important.

In return we offer a competitive salary for this senior appointment plus fringe benefits such as generous discounts, subsidised staff restaurants, free parking etc.

Please send a detailed CV including salary progression or telephone for an application form to Mrs C.A. Reynolds, Personnel Manager.

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DEPARTMENT STORES LTD

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INTERNATIONAL SALES circa £20,000

A self motivated, competent executive is needed by an extremely professional and prestigious US publication. Travelling extensively (primarily to Germany), selling advertising space to senior management of mainly financial institutions and promoting the company's conference business requires someone with proven sales and marketing experience. Fluent German, a degree and sound commercial background essential. Based in Central London. Age 28-35.

Crone Corkill
Recruitment Consultants

99 Regents Street, London, W1
434 4512

Please reply by 31st December, 1985.

مكتبة الأمل

GENERAL APPOINTMENTS

Trade 01-278 9161/5

PERSONNEL OFFICER

WEST LONDON

Lucas CAV Limited is part of the multi-national company Lucas Industries, a major organisation in the Engineering Industry.

The Company employs 2000 office and manual employees at its Acton Site and is seeking to recruit a Personnel Officer to join its busy Personnel Department.

As part of the Personnel team, your main duties will be recruitment (for both Office and Factory) and personnel administration, as well as other aspects of the personnel function.

As the successful candidate you should possess good communication and administrative skills, as

well as the ability to work independently and under pressure.

The appointment will provide a challenging role for an enthusiastic, self-motivated candidate seeking a sound grounding in the personnel function. As such, the role is likely to be of interest to the younger candidate, although applications from more mature candidates would be welcome.

We can offer a salary and the normal benefits associated with a major organisation together with good career prospects.

In the first instance, send a comprehensive cv to

Alan Toogood, Assistant Personnel Manager, Lucas CAV Limited, PO Box 36, Warple Way, Acton, London W3 7SS

Lucas CAV

21633

Can your manufacturing strategy bring business success?

If so, we should be talking to each other. As the largest and one of the fastest-growing management consultancy firms in the UK, Coopers & Lybrand Associates is in the vanguard of developments in the manufacturing sector. With a manufacturing and distribution management division helping industry to face the challenges posed by new technologies, we assist our clients in every aspect of manufacturing strategy and general production management: developing and implementing manufacturing and distribution systems, undertaking the advanced manufacturing technology projects that can give a business that vital competitive edge. It's a complex and fast-moving environment in which demand for our specialist consulting services has rapidly expanded.

Continued growth means that we need to make additional appointments to our burgeoning manufacturing strategy group. The assignments are wide-ranging. As part of a technology-based team you'll find yourself working for our manufacturing and distribution division, identifying opportunities for our clients to develop manufacturing as a competitive weapon supporting a wider business strategy. It's a dual role. You'll have the skill and ability to recognise business issues as well as the scope for applying technology - a linked approach that the advent of Computer Integrated Manufacture is making even more necessary.

Our requirements are as exact as the solutions we expect you to bring to our clients' problems. Aged 25-35, with a good honours degree in a business or engineering discipline and possibly an MBA, you'll be highly-motivated; able to communicate with colleagues as much as with clients. With a proven successful background as a manufacturing director or general manager you'll have a wide knowledge of the business issues faced by manufacturing. An understanding of technology-based solutions will be taken as read. Working for us, you can expect an excellent remuneration package including car.

Match up to our requirements and you can anticipate rapid career development. If you think you can manufacture solutions in the vital area of manufacturing strategy, please send a full career résumé including a day time telephone number and quoting Ref. T05/23 to Raymond Jewitt, Coopers & Lybrand Associates, Plumtree Court, London EC4A 4HT.

Coopers & Lybrand

For business committed to growth.

HONG KONG TRADE DEVELOPMENT COUNCIL

MARKETING OFFICER

SALARY NEGOTIABLE c£10,500 p.a.

The Council which is actively engaged in the promotion of two-way trade between the UK and Hong Kong now seeks a dynamic person to fill the above post. The position involves responsibility for maintaining contacts with the business community for market research and organisation of exhibitions and missions.

Applicants should have several years' experience in import/export trade. A knowledge of Hong Kong is desirable, fluent English and the ability to write effectively are essential.

The benefits include 4 weeks' holiday p.a., contributory pension scheme, LV's at £2.25 per day. Please write with full C.V. to:

Mr P. Mendis

HKTDC

8 St James's Square

London, SW1Y 4JZ

NATURAL ENVIRONMENT RESEARCH COUNCIL

Computing Service

IBM SYSTEMS PROGRAMMER

OXFORDSHIRE

The Natural Environment Research Council (NERC) Computing Service is responsible for the provision of computing facilities to NERC scientists carrying out research in the environmental sciences. A new computer provision policy is about to be implemented. Currently, tenders are being evaluated for the provision of an IBM architecture system (running VM/CMS), due to be installed at Wallingford, Oxfordshire early in 1986.

A vacancy exists for an IBM systems Programmer to join a small team supporting VM/SP, VM/CMS and several other systems software packages. Work will include installing/updating the software, providing any special systems software which can be obtained externally and providing advice to Computing Service staff and users on the use of VM.

Applicants should have a good working knowledge of at least one high level language (Fortran, C or Pascal) and preferably some experience of Assembler.

Salary Scale: £9,772-£12,553 or £7,788-£10,541 depending on qualifications/experience.

Conditions of service include non-contributory superannuation scheme, 37 hour working week, up to 25 days annual leave plus 10 days public holidays.

Application Forms and further details from Steve Mobey, NERC Computing Service, Holbrook House, Station Road, Swindon, Wiltshire SN1 1DE, quoting ref. MF107/Tel. (0793) 40101 Ext. 523. Closing date for applications, 19 December 1985.



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Our service is tailor-made to your needs and circumstances. With coverage of both advertised and unadvertised vacancies, we aim for more success - in less time.

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Birmingham 021-643 2924
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Midland 0628 73212
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JOIN THE

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Unichema Chemicals, a wholly-owned Unilever subsidiary, is an industrial chemicals company based in Bebbington, Wirral. It is the UK market leader in the manufacture of chemicals and currently has a vacancy in its management team for a:

TRANSPORT MANAGER/ ENGINEERING BUYER

The successful applicant will report to the Company/Buyer/Distribution Manager and lead a small team providing the Company with a reliable and cost effective product distribution service for home and export markets. In addition the manager will assist in formulating and implementing effective purchasing policies relating to the Company's engineering, packaging and sundries buying requirements and will undertake the Company Buyer.

Candidates who may be of either sex should be graduates with preferably two years' experience in one of these functions. However, the position could be of interest to a young graduate looking for his/her first appointment following involvement in management training scheme. This challenging post offers the possibility of career development for someone in their mid-twenties.

Salary of c£11,000 per annum will be paid and other benefits include free BUPA membership, an excellent pension scheme and five weeks annual holiday. In appropriate cases assistance will be given with relocation costs.

Write or telephone for an application form to:

Malcolm Hayes
Personnel Manager
Unichema Chemicals Ltd.
Bebington

Merseyside L62 4UF
Tel: 051-645 2020 ext. 217



EMPLOYMENT OPPORTUNITY IN SAUDI ARABIA

Saudi building construction firm requires staff for internal projects. 2-year contracts are offered.

PROJECT MGR/TECHNICAL MGR - will be in charge of cost estimating, cost reporting, scheduling, subcontracting, all engineer, shop drawings, quantity surveying, and site management. Minimum requirements are BS Civil Engineering and 15 years relevant business experience.

QUANTITY SURVEYOR/ESTIMATOR - reporting to Project Manager, will be responsible for preparing of and reporting against detail project cost estimates and work progress schedules. Will prepare cost vs. income forecasts using manual and computer system. Minimum requirements are technical degree, 7 years relevant experience including computer usage for relevant work.

DESIGNER-CUM-DRAFTSMAN - reporting to project MGR, will be responsible for shop drawings and to prepare as built drawings from the work done at site. Minimum requirements are technical degree, seven years relevant experience.

We offer competitive salaries and benefits, including free accommodation and local transportation.

If you are ready to make a profitable career with us, please send a detailed resume of your work experience, salary history, educational program and references.

MAIL TO: Mr Mike Hatton
Donaldson, Lukin & Co.
Jupiter House
Triton Court
14 Finsbury Square
London EC2A 1ER.

COMMITTEE OF VICE-CHANCELLORS AND PRINCIPALS OF THE UNIVERSITIES OF THE UNITED KINGDOM

Public Relations Officer

The Committee of Vice-Chancellors and Principals of the Universities of the United Kingdom invites applications for the above appointment.

The person appointed to this new post will play an essential part in the development of an integrated public relations effort involving the Committee and the individual universities and through that work the formation of a Universities' Information Service. He or she will be expected to have wide experience of public relations. Knowledge of the University world is desirable but not essential.

The post is superannuable under the Universities Superannuation Scheme and will carry a salary of not less than £25,000 per annum including a London Allowance.

Further particulars of the post may be obtained from the Secretary General of the Committee of Vice-Chancellors and Principals at 29 Tavistock Square, London WC1H 9EZ, to whom applications should be made not later than 15 January 1986.

FINANCIAL MANAGEMENT CONSULTANT

You have no doubt seen vacancies for financial management consultants and have perhaps wondered what exactly this entails. In a lot of cases it means selling Life Assurance, Pensions, and Investment Plans. However, at Allied Dunbar it means a lot more. As one of the country's largest Financial Institutions, we are in a unique position to offer our clients a complete integrated range of financial services including Portfolio Management and Banking Services. Consequently we require people of integrity to train for a career in this wider sphere of financial management consultancy. As we spend over £2 billion p.a. on our Training programmes, we are not so much concerned with your background, as with a successful track record, and above average ability to communicate, and a determination to succeed.

We consider well trained totally professional people crucial to the future of our business. If you live in London, Home Counties, South Coast, East Angles, Midlands, Edinburgh, East Central or North East Scotland - DIAL 100 TODAY and ask for "FREEPHONE ACHIEVEMENT" - and speak personally to one of our Branch Management Team.



THE FINANCIAL MANAGEMENT GROUP

York Races

ASSISTANT MANAGER/ ASSISTANT CLERK OF THE COURSE

Applications for this important new position within the organisation of the York Race Committee are invited from persons in the approximate age range of 25 - 30 years. A keen desire to develop a career within the racing industry is essential, together with some form of professional qualification, coupled with experience in the management of people.

The successful applicant will be based at York Racecourse, but will be expected to assist at other racecourses in the area as well.

There is a contributory pension scheme open to employees after a qualifying period of service, and medical insurance is provided.

Applicants should apply in writing, giving full details of their education and working career, together with the names of two referees, and should submit their application no later than Wednesday 18th December 1985 to:

Mr John P. Sanderson, Manager,
York Race Committee, The Racecourse,
York YO2 1EX.

Are you a successful Branch Manager, Sales Manager or Salesman in commercial computing, IT, Defence or Communications?

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● an extensive product range including IT, networks, minis, micros and software for large scale users, with sound technical back-up.

This opportunity will interest professional sales people who have knowledge of systems, can create confidence and who will present our client as a major provider of products and services. Career prospects are exceptionally good.

We are recruiting for clients. Please phone Peter Hubble, in confidence, quoting ref. 778 to discuss these attractive openings, or write briefly. Messages after hours and at weekends will be recorded.



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Reply in strictest confidence to Box TT/956,
St. James's House, 47 Red Lion Court, Fleet Street,
LONDON EC4A 3EB.

If you are interested please write to:
Mr. Duncan Westerman, Personnel Manager
Smiths Industries Aerospace and Defence
Systems Limited, Bishops Cleeve, Cheltenham
Gloucestershire GL52 4SF.



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To obtain rapid access to one of our sales expansion opportunities, we require someone with a proven record of success in technical selling of ingredients or flavours to the food and beverage industries. The candidate should be highly motivated and be prepared to take over an established territory and develop new business over a vast territory within the UK.

The position reports to the Company Sales Manager for essences and he or she will be expected to operate independently and to undertake negotiations with our customers' technical and purchasing departments. Specific technical training will be given to the successful candidate and full technical support is provided by our laboratories.

An application form can be obtained, in confidence, by phone or written request to:

**Miss K. E. Higgins, Pauls Plc,
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Tel: (0473) 56711.**

Pauls
Flavours
& Fragrances

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163a Bath Street, Glasgow G2 4SQ. Tel: 041-226 3101
India Buildings, Water Street, Liverpool L2 0RA. Tel: 051-227 1412
113/115 George Street, Edinburgh EH2 4JN. Tel: 031-225 7744
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Manchester M2 2EE. Tel: 061-236 1553

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We have been asked to find several highly motivated sales professionals who are already in or looking to join the computer industry. The company, part of a UK manufacturer, has achieved a phenomenal growth record over the last several years. These achievements within the data communications market have created the need for additional sales executives. **Call Tony Mitchell.**

Please reply Box 2260W
The Times

Executive and Management Search and Selection Methods

OFFICER

The World Development Movement, Britain's main pressure group on Third World issues, which is supported by the major churches and development agencies, needs a new campaigns officer. S/he must have proven commitment to the work of voluntary development agencies.

Salary of the scale £8,448-£10,520, full time—London weighting. Full details, job description and application form, returnable by Thursday, 2 January 1986, available from:

WPM
Bosford Chambers, Great Garden,
London WC2E 8BA

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FINANCIAL & ACCOUNTING APPOINTMENTS Trade 01-278 9161/5

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c£17,000 + Benefits

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If you are interested in exploring the possibility of a move into Corporate Finance, please contact Neal Wyman BSc, ACA, or Victoria Ward Krickic, Corporate Finance Division, quoting ref. 3451, at Michael Page Partnership, 39/41 Parker Street, London WC2B 5LH, or telephone 01-404 5751. Strictest confidentiality assured.



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A CAREER CHALLENGE

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We have an opening for 4/5 ambitious, career-minded individuals, aged 23+, in the exciting world of finance and investment. Essentials are self-motivation, application to hard work, and ability to absorb new ideas rapidly in wide-ranging fields, including, Taxation, Investments, Insurance, Mortgage and Pensions.

This is a highly rewarding opportunity with excellent promotion prospects due to our aggressive expansion programme over the next six months.

In the first instance, please telephone or write with full CV to FPS (Management) Ltd, 12-13 Henrietta Street, Covent Garden, London, WC2E 8LH.

For further details speak to

Susan Toogood 836 8131 or Mike McLeod 836 8131



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Michael Page Partnership was established in 1976 with the sole aim of becoming the most professional and effective consultancy in financial recruitment. Our unrivalled expansion leading to a USM quotation in 1983 is clear evidence of our success to date.

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Our consultants are expected to attain the highest professional standards in a highly competitive commercial "market place". In addition to a relevant accountancy back-

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Managing Director, Michael Page UK Ltd, 39-41 Parker Street, London WC2B 5LH. (Tel: 01-831 2000).



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ALPS

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We invite applications from qualified accountants, aged up to 28, who must have had at least 3 years practical post qualification experience gained either within the accountancy profession or in the financial area of a major company operating internationally. A second European language will be an advantage. The selected candidate who will report to, and work closely with, the European Controller, will be responsible for supervising the consolidation of subsidiary companies' financial reporting for the US parent company. He or she will assist with the preparation and subsequent control of Headquarters budgets and audit of operational units giving the opportunity for up to 15% travel throughout Europe. An additional responsibility will be to manage the financial reporting for the European Headquarters. Obvious potential for promotion to Controller is key. Initial salary negotiable in the range of £19,000-£23,000 plus excellent large company benefits including full relocation expenses to Paris. Applications in strict confidence under reference MFA102/TT to the Managing Director: ALPS

ACCOUNTANCY & LEGAL PROFESSIONS SELECTION LIMITED, 35 NEW BROAD STREET, LONDON EC2M 1NH. TELEPHONE 01-588 3576 or 01-588 3576. TELEX 887374. FAX 01-588 3216.

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£15,000-£100,000

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Current market activity has resulted in excellent opportunities for experienced individuals at all levels in the areas of:

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- ★ Fund Management
- ★ Marketing

If you are looking for a career move, or simply wish to be kept informed of market developments, please contact Timothy R. Wilkes or Anna Robson at the Investment Division, 39/41 Parker Street, London WC2B 5LH, or telephone 01-404 5751. All replies will be treated in strictest confidence.



Michael Page City

International Recruitment Consultants—London Brussels New York Sydney
A member of the Addison Page PLC group

Young Marketing Officer

£14-18,000 + benefits

A prime New York money centre bank with a considerable London presence is currently searching for a young marketing officer to join one of its specialist financing groups. Working as an integral member of a flexible team you will be involved in all aspects of analysis, negotiation and documentation of transactions with immediate client exposure and full client responsibility in the foreseeable future.

Candidates, aged 24-28, should have a good degree, at least 2 years' banking experience and ideally will have completed a US bank credit training programme. Strong analytical and interpersonal skills are a prerequisite, and only those with an enthusiastic and innovative approach will succeed in this demanding environment.

In the first instance applicants should contact Andrew Stewart or Fiona Collins on 01-404 5751 or write to them enclosing a full cv. at 39-41 Parker Street, London WC2B 5LH.



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International Recruitment Consultants—London Brussels New York Sydney
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Financial Systems Development

£15,000 - £30,000
Benefits City

One of the world's leading Investment Banks are currently embarking on a new phase of System Development which will include the installation of an IBM 4381 running under MVS, VM and CICS.

These developments have necessitated the need to recruit the following Data Processing Professionals: Analyst Programmers, Team Leaders, Data Centre Manager.

Candidates should have a sound systems background coupled with experience in at least 2 or more of the following:

- * Cobol Programming
- * Analysis and or System Design
- * Communications
- * Hardware Assessment and Installation.

Obviously People expecting salaries at the higher rate should be able to demonstrate Project Management Expertise.

For further details on this exciting and demanding assignment please contact

Iain Cunningham or Andrew Rutherford on 01-283-1555 to 6.30 p.m. or 01-543-7183 eves/weekends

IPP
Specialist Recruitment Consultants
120 Midway Street, Weybridge, Surrey TW20 2EX
Telephone 01-892-1955 Telex 22861

AGE CONCERN WESTMINSTER

We are an independent voluntary organisation funded mainly by Westminster City Council and carrying out extensive services on behalf of the Council. Our income is in excess of £1 million. We are re-organising our management structures, and are inviting applications for the post of

ASSISTANT DIRECTOR (Finance and Administration)

This is a key post carrying a major responsibility for developing and managing our accountancy and administration systems, initial responsibilities will include helping us become incorporated and introducing a micro-computer system. Applicants should preferably have a professional accountancy qualification. Experience of voluntary organisation, funding and office management systems would be an advantage.

Salary: £14,130 - £15,277 (inclusive). For further details and application form, please ring or write to Age Concern Westminster, 4 Friar Street, Leamington Spa, Warwick CV32 3JF. Tel: 01-798 1526. Closing date 31st December, 1985.

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Open Thursdays till 7pm

TAXATION ACCOUNTANT
City £18,000 + Benefits
Prestigious investment group seek internationally aware Accountant to oversee corporation taxation issues, planning and legislation. This key appointment offers excellent opportunities for suitably qualified candidate.
REF: C3321 Contact Moorgate office.

OFFICE MANAGER
Bank £12,500
Considerable staff supervisory experience and bookkeeping to trial balance will be richly rewarded by leading firm of chartered Accountants. Manual and computerised systems. Excellent benefits package.
REF: AHC358 Contact Eastcheap office.

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WC1 £18,000 + exc. Benefits
Work as part of a small team in an aggressive international consortium - financial planning, implementation of computer systems and financial management systems. Superb opportunity for self-motivated qualified Accountant.
REF: C3812 Contact Holborn office.

FINANCIAL IN OIL
WC2 £18-16,500 Neg
US owned Oil Co seek commercially aware Accountant (part qualified) to take control of a complicated accounts function. Early promotion envisaged for confident and self motivated individual.
REF: B3407 Contact Strand office.

INKEY PINKEY PARLEY VOUS!
W1 £16,000 + Car
Prestigious French wine import company require a qualified Accountant with practical experience to control their accounts function. Excellent prospects in unique and varied atmosphere.
REF: C3594 Contact Oxford Circus office.

"OIL FIRE!"
Mayfair £14,000
International Oil Company seek Accountant, qualified by experience to take charge of thriving subsidiary. Completely autonomous role but enjoying large company benefits.
REF: D1621 Contact Strand office.

CAREER CONTROLLER
SW1 £13,000
Major superannuated credit controller essential for leading established software company. Excellent opportunity for career advancement within the group. Bourneville benefits. MFS/SKS
REF: D1581 Contact Victoria office.

FINANCIAL & ACCOUNTING APPOINTMENTS Trade 01-278 9161/5

Director of Finance

State of Qatar

Hamad General Hospital, a 660 bed referral facility invites applications for the post of Director of Finance.

The selected candidate should be a Chartered Accountant with at least 15 years experience of which 5 years should be as a Director of Finance, preferably in a hospital. Written and spoken Arabic would be an advantage.

A very attractive tax-free salary and fringe benefits package is offered which includes 60 days paid leave and passages per annum, married accommodation, return air tickets for self and family and educational assistance for family. A 3 year contract is offered and can be renewed by mutual agreement and living and working conditions are excellent.

Please send your complete c.v., contact telephone number and passport photograph to Tony Smith, Managing Director, International Training & Recruitment Unit, 24 Buckingham Gate, London SW1E 6LB.



PXB Professionals are you listening? We're talking the future

Sales Manager: Distributors - c.£25K

LONDON BASED

NEC, the world's eighth largest electronics company, an international leader in PBX technology, is planning the launch of PBX in UK. This is an important event for European technology and a significant one for NEC Business Systems Europe.

The initial appointment in this new development is for a DISTRIBUTOR SALES MANAGER to be based in London with national responsibility.

The successful applicant is likely to be aged 25-35, with a technical background with one of the leading PBX suppliers or manufacturers and at least 3 years' experience selling PBX products in the distributor/dealer markets.

The brief will be to sell the full range of PBX products to key distributors as well as to further promote

them through to dealers and larger end-users on a nationwide basis.

Salary and target related bonus will be of interest to those people currently earning in excess of £20K. A car and other benefits are provided as would be expected from one of the world's leading Communication and Computer Companies.

Send personal details, stating current remuneration and why you are right for the start of this project.

I.M. Toombs, Head of Personnel, NEC Business Systems (Europe) Limited, NEC House, 164-166 Drummond Street, London NW1 3HP, or ring 01-388 6100.

Clearly NEC

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INTERNAL AUDITOR

to £16,500 p.a. + Banking Benefits
Covent Garden

Mercantile Credit, part of the Barclays Bank Group, has a vacancy for an ambitious young qualified Accountant who is seeking that next important career move within a highly professional organisation.

Based in our Group, Inspector's Department, you will be involved in reviewing all the operational and financial control systems and procedures within our Head Office. Therefore you should have experience in auditing, financial services/banking and data processing.

We have an enviable reputation as one of the UK's most respected and successful finance houses and this could be your opportunity to join us. The salary will be up to £16,500 p.a. and we offer a wide range of banking benefits, so do not delay in contacting us.

Please telephone Adrian Sullivan on 01-242 1234 for further details or write to him at: Mercantile Credit Company Limited, Elizabethan House, Great Queen Street, London WC2B 5DP.

Personal Assistant to Vice President

Berkshire

c£18,000 + Car + Bens.

Age 24-29

The European arm of a \$5 billion US multinational foods group requires a young accountant to act as P.A. to the Company Vice President.

This dual role entails the provision of sophisticated analysis, interpretation and reporting of results from the Group's European and South American subsidiaries, as well as trouble shooting on ad-hoc projects and investigations, which will necessitate occasional overseas travel.

Aged 24-29, you must be qualified, and of graduate calibre with either broad experience gained within a large industrial company or within a professional firm. Sound knowledge of US accounting principles would be a distinct advantage together with a basic

knowledge of one or more European languages, but your personal qualities and approach are more important. To deal effectively with senior operations management, you will possess excellent inter-personal skills, commercial awareness and a pro-active approach.

If you successfully match this specification, you will enjoy an attractive salary, generous benefits including a fully-expensed car and relocation costs where appropriate, plus excellent prospects for promotion to senior status in Europe or the US.

Candidates should initially contact Juliet Connock on 0753 856151 or write to her at Michael Page Partnership, Kingsbury House, 6 Sheet Street, Windsor, Berkshire SL4 1BG.



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International Recruitment Consultants
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ARTHUR ANDERSEN & CO.

Graham Shore has an M.A. in Economics, Philosophy and Politics. He is 29 years of age and held a range of economic advisory appointments in various government departments before joining the management consultancy practice of Touche Ross in 1984.

Over the past 12 months his career has changed direction with an undoubted problem solving flair being successfully

employed on a variety of complex assignments. The challenge has been severe but the subsequent sense of achievement made each moment worthwhile.

A brief description of some of Graham's projects during his first year with us may help you decide if you would be interested in joining us.

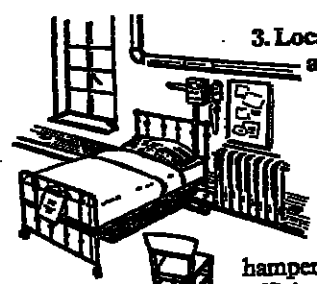
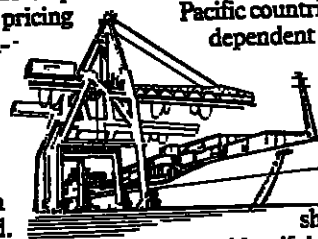


1. Nationalised industry

A strategic view of costs was needed to develop more sophisticated pricing policies. Methodology study produced and discussed with the Chairman and Board. Methodology applied to produce cost estimates.

2. South Pacific shipping

A study to overview the strategic transport problems of 20 South Pacific countries, all totally dependent upon shipping, but separated by thousands of miles. Prepared analysis of common shipping problems, identifying strengths and weaknesses. Proposals formulated to improve services and efficiency.



3. Local health authority

Old and outdated hospital premises and layout were hampering health efficiency.

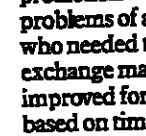
Drawing upon clinical and health service professionals' assessments, prepared options and recommended a plan to bring hospital services up to the needs of the 1990's and beyond at an affordable cost.

A venture capital fund required viability study of video editing facilities. Produced market analysis and researched start up proposals.



4. Video editing

Asked to solve stock prediction problems of a timber importer who needed to improve foreign exchange management. Devised improved forecasting system based on timber demand analysis and external specialist advice.



If you are ready to take a closer look at management consultancy in general, and Touche Ross in particular, let's arrange an informal meeting and find out if we can offer you similar challenge and variety.

If your specialisation covers accountancy, economics, engineering or marketing and you feel you are now ready to break loose from a pure line management role, please write today with full CV and perhaps outlining why you feel you're worth up to £30,000 plus a car, to: Michael Hurton, (Ref: 2337), Touche Ross & Co., Hill House, 1 Little New Street, London EC4A 3TR. Telephone 01-353 8011.

Touche Ross
Management Consultants

Accountancy and Financial appointments in the South East

Our firm specialises in executive recruitment in the South East and we are currently handling on an exclusive basis a number of specific accountancy and financial appointments some of which are detailed below. We would like to hear from people who are interested in such career opportunities in the South East.

FINANCIAL CONTROLLER c£18,000 + car
Successful manufacturing company. Reports to Managing Director. Candidates must be qualified ACA/ACCA or ICMA. Age range probably 28-40.

FINANCIAL ANALYST c£15,000
To maintain and develop financial information systems involving monthly reporting, budget co-ordination and project investigation. Qualified (or finance) or relevant degree/MBA in financial discipline. Age range 25-30.

FINANCIAL ACCOUNTANT c£12,000
Ideally trained towards qualification experience in financial accounts essential. Steadily moving to computerisation.

INTERNAL FINANCIAL CONSULTANT c£20,000 + car
Candidates will be qualified ACA with experience within major Chartered Accountancy firm. Position involves investigative analysis and project work to improve management control systems. Age range 27-35.

FINANCIAL CONTROLLER c£12,000
Sound commercial experience in accounting role essential - perhaps post qualified. Responsibility financial accounts essential. Steadily moving towards computerisation.

MANAGEMENT ACCOUNTANT c£12,000
Opportunity for young talented accountant with previous experience in costing, monthly reports and budgets.

Brief but comprehensive career details to: New Appointments Group, Personnel & Selection Consultants, 5 Park Road, Sittingbourne, Kent, ME10 1DE. Telephone (0795) 75431.

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Personnel Consultants

Group Finance Director

Publishing

Central London

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Reporting to the Chairman, you will be responsible for all financial affairs of the Group which has experienced significant growth in recent years and has ambitious plans for the future. Your influence will be used with key decision makers to tighten financial controls, develop modern computer based management information systems and forge good relations with relevant outside institutions. The existing Group Finance Director will continue to run the day to day accounting affairs of the Group until his retirement next year.

Candidates, who are likely to be aged 35 to 45, must be qualified accountants with proven financial skills at board level. Previous experience in the industry is not essential. Of more importance will be your ability to be politely but constructively and creatively intrusive in all areas of the business. A highly competitive salary will be negotiated with the chosen candidate.

Please reply in confidence giving relevant career, personal and salary details quoting reference (LM93B) to Peter T. Willingham, Spicer and Pegler Associates, Executive Selection, Friary Court, 65 Crutched Friars, London, EC3N 2NP.



Spicer and Pegler Associates
Management Services

Gabriel Duffy Consultancy

RECRUITMENT CONSULTANCY
OF THE YEAR
CERTIFIED ACCOUNTANT'S POLL

BUSINESS SYSTEMS ANALYST

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ACQUISITIONS ADVISER

This major blue-chip UK group with diverse interests in industrial, service and financial sectors seeks a young recently qualified Accountant to join its Acquisitions Department. Working in a small team the appointed person will identify potential takeover targets. A investigate and analyse these operations and prepare recommendations for the Board. A high-profile role which will lead to a line financial management post. For further information please contact Don Leslie on (01) 623 3195 (day) or (01) 354 5229 (evenings and weekends).

TAXATION ACCOUNTANT

The London office of this major US bank is seeking a qualified accountant with corporate tax experience to join its small and highly professional taxation team. The role is varied in nature and will include advisory, research, tax planning and US tax implications. Please contact Fran Friedman on (01) 623 3195 (day) or (01) 380 7902 (evenings and weekends).

Gabriel Duffy Consultancy 17 St. Swithins Lane, Canon Street, London, EC4N 8AL.

HORIZONS

A guide to
career development

How to bridge the culture gap

Although office rents in the City of London are now the highest in the world at up to nearly £60 a square foot, that does not seem to be deterring the growing number of foreign companies, especially in the financial services sector, setting up offices here. The high rentals are a reflection of that demand.

One reason for it is the fortunate combination of history and geography by which London is a long-established financial centre that also happens to be located in the middle of the international dateline. The United States and Far East markets can communicate with it during their day, though not with each other.

The presence of so many companies in itself an attraction. Even in these days of instant telecommunications, what has been called "the City Tom-Tom" still has a compelling rhythm. The other factor that draws companies to Britain is the large pool of highly qualified executive labour, much of it cheap by international standards.

That does not necessarily mean foreign companies will take advantage of our salary structures. Barry Curnow, managing director of HAY's MSL, one of Europe's largest human resources consultancies, said some are prepared to go close to their own much higher domestic rates to attract the right UK candidates.

This means that some of the best salary deals on offer are from US companies, where pay is around the top of the world league. But it goes

Entertainment ethic is important to Japanese

along with a much harsher corporate climate than that which many British executives are used to.

"It is not just the long hours, though breakfast meetings are quite an accepted way of starting the day's business", Mr Curnow said. "It is the fact that American companies are utterly unsentimental about judging executives by any other standards than performance - though they are prepared to pay handsomely for results and give you a free hand if you can show that you can produce them."

But even performance may not always be enough. Changes at corporate headquarters nearly always have a domino effect. "Americans are used to bringing on a fresh team when a new captain comes on. Getting fired is no disgrace in America - you can hardly find a top American executive to whom it has not happened at some time." For this reason they have fewer qualms about "job hoppers" - indeed the British idea of employment protection bemuses them.

Another problem is that US employers, with their huge domestic market, are impatient and sometimes

Godfrey Golzen looks at the advantages in working for a foreign employer

obtuse about national differences in international trade. "You hop on a plane in New York and five hours later, you are still in the United States. Do that in London and you are in North Africa. Some Americans find it difficult to grasp the implications of that."

It is the old story of two cultures divided by the same language. At least in the case of the Japanese the cultural barriers are easy to recognize, if not to overcome. With them the work ethic looms as large as it does with American employers, but it is supplemented by what might be called the entertainment ethic.

Many evenings are expected to be devoted to entertaining customers and contacts, though UK support staff are less involved in such activities than Japanese expatriates.



Barry Curnow: Positive approach

Where the culture shock comes for British employees is in the occasionally high-handed attitudes of their Japanese bosses. "The consensus style of Japanese decision-making doesn't extend to the process of implementation", Mr Curnow said, "though they're eager to adjust where possible. Often the kind of person they're looking for is a reliable right-hand man who knows the ropes over here."

Such employees can fall into an older age group, but Jim Ranger, HAY-MSL's Japan expert, said that in the industrial field there is a lot of activity by Japanese companies, the preference is definitely for younger men. Women executives are rare in Japan, though in the City the Japanese have been breaking with tradition by hiring female bond and equity salespeople.

The new economic superpowers of the Middle East are less apt to try to fit in with the way things are done in Britain but Dr Viney, of the

headhunters Heidrick & Struggles, said they are also less prejudiced about age.

Difficulties about business ethics can arise as a result of a non-western understanding of organizational hierarchies. "Family interests are paramount and over-ride anything a board of directors might want to do", Mr Curnow said.

Even between European employers there are distinct differences, though they are less pronounced in genuine multinationals than in companies that have only some international operations. The West Germans, for instance, are more formal than the Scandinavians and both are more methodical than the French or Italians.

National characteristics - even stereotypes - loom large in corporate cultures, though this is less so with Belgian or Dutch companies. Perhaps this is because of the language skills that are part of their culture. They also expect these from their British employees.

Otherwise, knowing the employer's national language is less significant - though it becomes important if you want to get to the top. At boardroom levels, being able to communicate and to negotiate in the dominant language is essential. But it is rare for foreigners to rise to the top echelons of foreign companies, except in the case of genuine multinationals.

Even these firms, however, find it hard to adjust to UK employment customs and legislation. "The range

International preference is for clean cash

of fringe benefits executives get in the UK is alien to many foreign companies," Mr Curnow said. The international preference is for clean cash, with rewards tied to performance. This trend is also spreading here through the abolition of the ceiling on the employer's National Insurance contribution is hardly an incentive to UK employers to continue in a direction which he sees as one of the hallmarks of a strong economy.

But as top positions with foreign firms in London are generally reserved for their own nationals, are such jobs a blind alley for ambitious British executives? Mr Curnow thinks not, though there can be a danger if you become a right-hand man, divorced from real management responsibilities, for too long.

On the other hand, there is a lot to be learned from working for a foreign employer. "There's a tendency for British management education to lay too much stress on solving problems by reason and scientific method. Working in an environment where things are done quite differently - but still effectively - can unlock a lot of mental barriers."

FINANCIAL & ACCOUNTING APPOINTMENTS

Trade 01-378 9161/5

Business Analysts
Merchant BankCity £18000 to £25000 plus
substantial bank benefits

Our client, a leading Merchant Bank, is playing a major part in the expansion of the international capital and securities markets. As a result of deregulation in the London Markets, Group strategy is to become more deeply involved in these areas. To help the Group to react to and benefit from the changing conditions they are now carrying out a major restructuring of the Information Services function.

We are now looking for Business Analysts to join a multi-disciplinary team within the Systems Development Group. The successful candidates will play a key role in influencing the formulation and implementation of Information Technology strategies, and be responsible for the specification of systems and techniques to be developed within the context of such strategies.

The applicants, who should be of graduate calibre, will have a background in the financial services sector. Preferably they will have had direct involvement in one, or more, of the following areas: accounting, banking, capital markets, investment, or treasury. They will need to be capable of taking an overview of systems in relation to the total business needs and establishing future requirements. The post calls for a high level of analytical skills and a knowledge of current trends in Information Technology.

If you are looking for an opportunity to add to your expertise in the financial services sector our client can offer a career move into an exciting environment.

For information Ref. 621 and to arrange an initial interview, please telephone John Pitt on 01-608-0488 or write enclosing a C.V. to

Charterhouse Chambers, 18/21 Charterhouse Square, London EC1M 6AH

John Hacker
associates

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North West

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Outstanding graduate calibre ACA's with a minimum of 3 years' post qualification experience are required in the following specialist areas:

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If you are interested in discussing these senior professional opportunities, please contact David Kennedy on 061-228 0396 or write to Michael Page Partnership at Clarendon House, 81 Mosley Street, Manchester M2 3LQ.



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International Recruitment Consultants

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International Oil

Central London to £19,000

Chevron is one of the world's leading oil companies. Already the fourth largest, our significant North Sea interests and vigorous exploration programme will sustain our success in the future.

Our growth creates excellent career development opportunities for talented Qualified or Part-qualified Accountants. We have openings for candidates who are ready to step into international audit and also have the potential and the ambition to move into the mainstream financial area.

Travelling widely throughout the UK, Europe and Africa, you will be appraising systems and controls and presenting objective recommendations to the senior management of our exploration, production, refining and

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These are high-level roles calling for the ability to perform to the highest professional standards. Salaries up to £19,000, will be geared to experience and qualifications. A first-class benefits package includes generous relocation assistance where appropriate.

Step into the international oil business. For an application form, please telephone Jane Galvin, Human Resources Department, on 01-487 8512/8597; or send your cv to her, including current salary, at Chevron Petroleum (UK) Limited, 93 Wigmore Street, London W1H 9AA.

CAREERS IN BANKING
Sri Lanka Nationals and
Students for Trainee and
Mid-management Levels

Career opportunities as bank officers are available in Sri Lanka in an international bank with a world-wide network.

Candidates should be nationals of Sri Lanka with a good university degree, fluent in written and spoken English, flexible, cosmopolitan in outlook, with good inter-personal skills and with a capacity for arduous work. Command of other languages is desirable. Those selected will expect to work for the bank in Sri Lanka, but other opportunities may be offered in due course to suitable dynamic persons after some years' service. The bank will provide competitive remuneration, and an environment in which individuals are encouraged and assisted to grow.

Applicants for officer traineeships should be fresh graduates and no more than 25 years of age. For other management positions, the bank would also be interested in hearing from persons not more than 40 years of age with a minimum of 10 years' banking experience and preferably a professional qualification in banking.

Interested candidates should write with curriculum vitae and two passport sized photograph copies to:

Box 0868 W The Times

BADENOCH & CLARK

TAX CONSULTANCY

To £25,000 + Car

Our client, a major international firm based in the City, requires a number of experienced graduate ACA's/ATII or fully trained Inspectors of Taxes for a new Consultancy department. Working in close liaison with the existing compliance based groups, the new team will be responsible for providing advice on complex issues ranging from Personal Financial Planning to Corporate Advisory work.

Ideal applicants will be in the age range of 22 to 36, with a minimum of two years' mixed tax experience, and will possess the necessary ability and flair to advance to Senior Managerial grade in the very short term.

For further details of this challenging opportunity, please contact Timothy Barrage or Rachel Caine.

ASSISTANT TO HEAD OF BUSINESS DEVELOPMENT

c£19,000 + Car

Leisure group based in Central London requires a young graduate Chartered Accountant or an MBA to join their Head Office team.

Applicants must be under 28 and will be expected to undertake projects looking into potential acquisitions and markets, financial modelling and forecasting. Strong analytical skills are essential, so previous experience of Corporate Finance or International companies, particularly US, would be desirable. French or German as a second language would be useful.

For further details, contact Robert Morgan.

A WELCOME BACK TO THE PROFESSION?

To £30,000 + Car

Are you a qualified Chartered Accountant tired of line accounting and internal audit? Were you enticed into industry as a Newly Qualified by the lure of higher salaries and company cars, only to find yourself lagging behind former colleagues in Public Practice? Are you thinking of returning to the fold, but are deterred by the possibility of diminished prospects and career audit management? Don't be!

Our client, an international City firm has genuine opportunities for progression to partnership. They would welcome the chance to talk to you, and could benefit from the experience you have gained. If you would like an informal discussion about the alternatives open to you, please contact Colin Perkins, Jon Viner or Lucy Sheares.

Financial Recruitment Specialists
16-18 New Bridge St, London EC4V 6AU
Telephone 01-583 0073

Senior
Financial Analyst

Bahrain c.£25,000 (currently tax free)

- Free furnished accommodation and utilities
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The Bahrain Petroleum Company BSC (Closed) requires a Senior Financial Analyst to work on a variety of tasks requiring a good knowledge of analytical techniques as well as sound relevant accounting experience.

Candidates must be qualified Accountants, with at least five years' industrial or services related business experience. A knowledge of quantitative techniques in relation to cost/benefit analysis is essential. In addition experience of personnel benefit financing schemes would be desirable.

We envisage of least a three year commitment to this married or bachelor status position and the personal qualities we are looking for are flexibility, self motivation and good communication skills.

Please send full C.V. to:

Personnel Relations Department
Citibank (UK) Limited
Griffin House
161 Rotherhithe Road,
London SE16 5BS
or telephone Mrs S. Harris on 01-748 6565
quoting reference 1362.

